Office of Supplier and Workforce Diversity

Annual Report FY 2009

Blueprint for Diversity: Rebuilding the Foundation of Inclusion





Jeremiah "Jay" Nixon Governor

Kelvin L Simmons Commissioner – Office of Administration

Alan K. Green Director









Kelvin L. Simmons Commissioner - Office of Administration



Alan Green Director

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Picture 1: Michelle S. Ohmes, Owner of Michele & Associates receives her WBE certification at the OSWD office Picture 2: Alan Green – OSWD Director and Governor Jeremiah (Jay) W. Nixon at St. Louis Minority Business Council Picture 3: Carmen Jacob, owner of NextGen, a cetifeid M/WBE, asks a question at the St. Louis Minority Business Council General Membership Meeting



Commissioner Kelvin Simmons and Personnel Director
Nominee Bill Miller

"No one wants to walk up to a house where the owners emanate coldness and the blinds are shut. For minority and women business owners, that has been the house they approach when they've tried to get a foot in the door for State contracts."

Commissioner Kelvin L Simmons



State of Missouri OFFICE OF ADMINISTRATION

Alan Green Director

Kelvin L. Simmons Commissioner

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December 28, 2009

The Honorable Jeremiah W. (Jay) Nixon Capitol Building Room 216 Jefferson City, Missouri 65101

Dear Governor Nixon:

Enclosed you will find the 2009 Annual Report of the Office of Supplier and Workforce Diversity (OSWD). This report consists of minority and women utilization in the State of Missouri's employment and procurement processes. OSWD, with limited staff and resources, has been proactively collaborating efforts with each executive department to create a climate of inclusion in the State of Missouri.

It is our continued journey to streamline processes and procedures associated with diversity procurement and workforce data collection, modifying and updating our resources to better assist our constituents. OSWD will continue to embrace the richness that is the diversity of the State of Missouri, making government more efficient and improving services for Missouri taxpayers. It is with honor that we are able to accomplish our goals while working in the Office of Administration.

As 2010 approaches, we are proud of the relationships we have established with entities, including but not limited to, the Division of Purchasing and Materials Management; the Division of Facilities-Management, Design & Construction; the Missouri Women's Council; Missouri Division of Workforce Development; the St. Louis Minority Business Council; various Chambers of Commerce Branches; MidAmerica Minority Business Development Council, NAACP, the St. Louis and Kansas City Hispanic Chambers of Commerce, etc. As Director of OSWD, I am pleased to lead what has proven to be a dynamic group of employees to assist you in Moving Missouri Forward. This report will serve as a blueprint for the Administration as we rebuild the foundation of inclusion for the state of Missouri.

Respectfully,

Alan Green Director

Executive Summary

Who We Are

The Office of Supplier and Workforce Diversity (OSWD) exists to promote a diversified workforce within state government and to assist women and minorities in developing opportunities to contract with the state, economically empowering traditionally underserved communities and improving the overall fiscal vitality of the State of Missouri. To serve as a resource for promoting diversity within the state workforce and improving the opportunities for women and minorities to access state employment opportunities and state contracts through excellent service and efficient use of resources. OSWD works toward this goal by completing the following primary functions: Certification and Advocacy of Minority/Women Business Enterprises (M/WBE), Education and Outreach, Data Gathering, Matchmaking Activities and Reporting.

Alan Green was appointed Director of OSWD in March of 2009. Green was given the following tasks:

- The creation of a new executive order,
- The implementation of policies and legislative actions to strengthen diversity practices in the state of Missouri
- Seek funding for a new disparity study and
- To strengthen the outreach activities for the office

During his directorship Green says he will focus on two objectives: "One will be to work with minority- and womenowned businesses on procurement, and the other will be to promote a diverse workforce to strengthen Missouri's economic future". Director Green's ultimate goal is to help M/WBEs grow and transition from subcontractors to prime contractors by referring them to funders that will aid M/WBE vendors to reach the next level. Director Green and his staff will be reaching out to business owners through a variety of networking and educational opportunities, including business fairs, networking events, website, media outlets, community-based organizations and conferences.

What We Do

- **Certification** of Minority/Women Business Enterprises (M/WBE)—It is the responsibility of OSWD, through an already established procedure, to certify prospective M/WBE vendors, and place them on a public database. This allows the certified M/WBE vendor to participate in state contracts for goods and services as well as capital improvement projects, and to be recognized as M/WBE vendors by the public and private industries.
- Advocacy of M/WBE vendors—It is the responsibility of OSWD to advocate on behalf of M/WBE vendors for inclusion in the procurement process in the State of Missouri. It is our duty to safeguard that the workforce employed by the State of Missouri reflects the makeup of the population in our state.
- Education & Outreach-- OSWD is constantly seeking proactive ways to foster the inclusion of M/WBE enterprises in state contracting opportunities, including disseminating procurement information to M/WBE entities through its website. In an effort to ensure that M/WBE businesses are aware and take advantage of contractual opportunities available with state agencies, OSWD sponsors or co-sponsors activities ranging from regional workshops, orientation sessions for newly certified M/WBE vendors and training workshops for state agencies.
- Matchmaking Activities—These activities include, among other things, assisting M/WBE vendors in identifying state agencies most likely to purchase the type of goods and/or services that their businesses provide. These activities are designed to build relationships between M/WBE vendors and state agency procurement specialists, non-minority vendors, and decision makers.
- **Data Gathering**—It is the responsibility of OSWD to collaborate with the executive departments and gather data pertinent to M/WBE utilization in the department's procurement activities. It is also OSWD's responsibility to gather data that reflects the diversity of the department's workforce and their underutilization of any job groups.
- **Reporting**—It is the responsibility of OSWD to report our finding to the Commissioner of Administration as needed and yearly to the Governor's office as mandated by Executive Order 05-30.

In order to reach these goals we have cross-trained the OSWD staff to take on the various responsibilities that their job descriptions entail.

Purpose of Annual Report

As the chief diversity office for the state of Missouri, OSWD provides a yearly Diversity report to the Governor. This report analyzes procurement and workforce diversity data, department by department, and gives a summary of department activities. The report also tells the Governor the number of minority and women businesses involved in contracts along with the percentage of M/WBE utilization in these procurement activities; as well as how many minorities and women are employed with the state. Throughout the year, OSWD meets with departments to discuss their utilization of minorities and women owned business in their procurement areas as well as develop strategies to increase utilization in their underutilized areas.

OSWD is often referred to as "the face of OA" because of its aggressive community engagement program advocating diversity and inclusion for all Missouri citizens. The end of this document gives recommendations to departments as they prepare their plans and reports for FY10; and gives summaries of the policy initiative sought by OSWD in FY10 based on the data obtained up to date. The recommendations for FY 10 are designed as a model for the departments to form their affirmative action plans and to reach their internal initiatives. OWSD's goal is to ensure that Missouri's workforce and procurement process reflect our great state's population. Workforce diversity does not just happen overnight. Diversifying our workforce takes a dedication to equality and a commitment to progress that starts at the top of the organization.

Commitment to Diversity



Alana Barragan-Scott is sworn in as Director of Revenue,
Governor Nixon looks on.



Mary Nelson serves as the Director of Boards and Commissions for Governor Nixon's Administration.



Governor Nixon has appointed Kelvin Simmons as Commissioner of Administration.

Mission Vision Statement

Vision

The Office of Supplier and Workforce Diversity envisions a commonwealth in which a system of fair contracting and equal business opportunities exist for minority and woman owned businesses as well as diversification in the workforce.

Mission Statement

The Office of Supplier and Workforce Diversity (OSWD) strives to serve as the State of Missouri's Chief Advocate for Minorities and Women in the areas of employment and procurement, while upholding the commitment of the governing body to create a climate of inclusion that mirrors the demographics of Missouri.

OSWD believes in working collaboratively with public and private industries to proactively pursue workforce and supplier diversity by promoting diversity and inclusion in regards to opportunities in the state's employment and procurement processes for minorities and women.

It is our goal to *Move Missouri Forward* to rebuild the foundation of diversity inclusion while facilitating developmental programs that foster and empower the economic growth of traditionally underserved communities, improving the overall fiscal vitality of the State of Missouri.

OSWD's Philosophy

Inclusion + Respect = Diversity

Moving Missouri Forward. This is a term frequently used in Governor Jeremiah (Jay) Nixon's administration. What does it mean? Increasing efficiency and instilling the right priorities across state government? Or reaching across party lines to put Missouri families first? Or is it ensuring that Missouri has a healthy and educated workforce? Yes, all of these inquiries can be summed up into one, OSWD's top priority, getting Missourians back to work.

Like Governor Nixon, OSWD believes in reaching across party lines to **Move Missouri Forward** as well as reaching across race lines, gender lines and any other barrier in order to create a climate of inclusion. Our goal is to ensure that Missouri's workforce and procurement process reflect our great state's population. Workforce diversity does not just happen overnight. Diversifying your workforce takes a dedication to equality and a commitment to progress that starts at the top of the organization. Gov. Nixon appointed Kelvin L. Simmons as Commissioner of the Office of Administration to demonstrate this. Commissioner Simmons has already shown his dedication and commitment to this cause, foreshadowing a change in government. OSWD's philosophy is, "In diversity lies strength because without it we are not whole."

OSWD STAFF



Alan Green



Ken Franklin Deputy Director



Roxana Flores
Fiscal & Administrative
Officer



Nancy Heyer
Certification Officer



Elizabeth Birks
Outreach Coordinator



Janet Carter
Certification Specialist

"In diversity lies strength because without it we are not whole."

Overview

Historical Timeline

Period: 1990 - 1993

In 1990, the General Assembly passed and Governor Ashcroft signed Senate Bills 808 & 672 directing the Office of Administration to "establish and implement a plan to increase and maintain the participation of certified socially and economically disadvantaged small business concerns or minority business enterprises, directly or indirectly, in contracts for supplies, services, and construction contracts, consistent with goals determined after an appropriate study conducted to determine the availability of socially and economically disadvantaged small business concerns and minority business enterprises in the marketplace."

Period: 1994 - 1997

In 1994, the State of Missouri utilization of MWBE vendors was governed by Executive Order 94-03 which was signed by Governor Mel Carnahan, which reads in its article XIII: *The state shall work toward a goal that at least five (5%) percent of the contracts awarded by departments in the executive branch to for-profit businesses and five (5%) percent of the contracts awarded to not-for-profit businesses shall be to minority-owned or controlled enterprises*. In 1994, the State of Missouri Legislature appropriated funds through the Department of Economic Development to conduct a Disparity Study. The main objective of the 1994 disparity study was to determine the utilization of MWBEs in contracts and awards by the State. The consultant was directed to determine whether any barriers to equal contracting opportunities existed that were the product of discriminatory practices in the marketplace in which the State operates. The Disparity Study documented that the State of Missouri, in 1996 was at minimum a passive participant in discrimination practices in its market area. The Study supported the creation of a State of Missouri Minority/Women-Owned Business Contracting Procedures Program to increase utilization of Minority/Women-Owned Business in Construction, Design, Consulting, Purchasing and Lottery contracts.

Period: 1998 - 2004

After the completion of the disparity study, and with a legally defensible document in place, the Oversight Review Committee expressed that the most promising means of implementing the committee's recommendations of race- and gender- neutral measures without formal action by the legislature would be an Executive Order issued by the Governor. This recommendation gave birth to Executive Order 98-21 signed by Governor Mel Carnahan, which increased the utilization percentages in the following manner:

"2.a. ... the Division of Purchasing and Materials Management shall be authorized to require prime contractors to subcontract with MBEs and WBEs on targeted contracts of \$ 100,000 or greater. Percentage goals shall be set for individual contracts by the DPMM in consultation with the Office of Contract Compliance (OCC) and user agency depending on the availability of MBE and WBE vendors in the applicable commodity/ service and geographic area, but the overall goal for all purchases for each fiscal year shall be set at 10% MBE and 5% WBE participation.

Period: 2004 - 2008

On September 27, 2004, Behavioral Interventions, Inc. filed a lawsuit in the U.S. District Court, in the Western District of Missouri challenging the propriety of Missouri's M/WBE program. In January 2005, a preliminary injunction was issued ordering the Office of Administration, State of Missouri to suspend the placing of M/WBE requirements in any procurement by the State of Missouri. As a result of this injunction, a new executive order that would supersede Executive Order 98-21 was created. Governor Matt Blunt signed Executive Order 05-30, which states: "3.a. PMM shall be authorized to encourage prime contractors to subcontract with M/WBEs on all contracts of \$100,000 or greater. OSWD contracts shall include a provision for participation which will allow the bidders to tailor a plan to fit the contract. Mandatory percentage goals of M/WBE participation shall not be established in violation of federal or state law. M/WBE participation shall be encouraged by PMM in consultation with OSWD and the user agency depending on the availability of M/WBE vendors in the applicable commodity/service and geographical area. PMM shall consider M/WBE participation as a significant factor in a contract bid. The M/WBE participation will be evaluated along with other criteria in the award of a bid. *It is intended that 10% MBE and 5% WBE percentage is desired*.

Period: 2009-present

Commissioner Simmons appointed Alan Green as the Director of Office of Supplier and Workforce Diversity in March of 2009. Since his appointment Governor Nixon and Commissioner Simmons have charged Director Green to be the "Chief Diversity Officer" for the State of Missouri and its 16 executive departments. Director Green manages a staff of six, but the 16 department directors also play integral roles in OSWD's operation. Under Director Green's leadership, OSWD is actively building relationships within the state's governmental structure to understand and review current policies and procedures related to diversity. The plan is to utilize this review to supply each agency with recommendations that will enhance contracting and employment opportunities for all Missourians. To accomplish this Director Green has identified 5 goals to act as guidance in the execution of the above items:

1. Review current certification policies

One of the functions of OSWD is to certify M/WBE vendors through the policies established by CSR 10-17.040. It is the goal of OSWD to review these policies and try to create a non invasive process where the prospective M/WBE vendor can demonstrate the legitimacy of their application.

2. Create a centralized communication structure

For the procurement process, access is necessary for the M/WBE vendors to be able to bid on economic opportunities in a timely fashion. Also OSWD recommends that the staff at the Executive departments to purposely seek opportunities where M/WBE vendors can be utilized.

For the employment portion, knowledge of current openings within the executive departments is detrimental in order to increase the pool of qualified minority applicants. OSWD recommends that each executive department designates a liaison to keep OSWD's outreach coordinator abreast of economic opportunities for M/WBE vendors and also a liaison for employment opportunities.

3. Collaborate with the Executive departments to increase minority and women utilization in the State of Missouri procurement process

The expenditures incurred by the executive departments can be divided into two categories:

- Expenditures incurred through contracts established by the Division of Purchasing and Material Management on behalf of one of the executive departments; these are usually contracts that are statewide, and/or of mandatory or preferred status and are usually awarded to a non M/WBE vendor. An M/WBE vendor has the opportunity to bid as prime contractor; however, many M/WBE vendors do not have the capacity nor the experience or expertise to do so. Therefore most of the participation of M/WBE vendors in this category is as a sub contractor to a non M/WBE prime contractor. This category of expenditures makes up 52% of the expenditures incurred by the executive departments during fiscal year 09, yet of it only 16.59% was incurred with M/WBE vendors.
- Expenditures incurred through discretion by the department. These are purchases that are below \$24,999 for which the procurement process occurs internally, at the agency level. These types of expenditures amounts to 48% of the expenditures incurred by the executive departments during fiscal year 09, yet only 1.61% of it was incurred with M/WBE vendors.

It is the goal of OSWD to work closely with the executive departments and its divisions to find the economic opportunities for M/WBE vendors.

4. Evaluate contract compliance and diversity practices

Executive order 05-30 section 4 establishes OSWD's responsibilities; two of those deal directly with contract compliance:

- To monitor contractor participation with M/WBE targets
- To recommend sanctions for contractors who fail to faithfully execute M/WBE participation plans during the course of contract performance.

5. Educate constituents on how to do business with the state

Training is a key component on OSWD's current plan of action. Educating constituents how the procurement process works at the State of Missouri will give them an opportunity to bid, and participate in state contracts.

Partnership Engagement & Development

As the chief minority and women advocate, OSWD staff must be the VOICE within state government. This starts and ends with our capability to educate, both internally and externally, and to acquire a level of parity and respect in regards to procurement and employment inclusion. Collaborating efforts with federal; state and local governments; and state agencies, maximizes OSWD's outreach activities and reserves appropriated funds to be used for additional educational and developmental programs. Below you will find the five targets of OSWD, outlined within the acronym VOICE; the applications that satisfy each target; the outreach activities intended audience of FY2009

V.O.I.C.E

Visibility, Accountability & Accessibility: To make the State of Missouri accessible in the areas of Employment and procurement and to hold each agency accountable for underutilization

Outstanding Customer Service: To provide outstanding service to our constituents

Increase Certification: To increase M/WBE Certification awareness

Centralized Communication: To create a centralization of the communication effort

Education: To educate all of our partners on the importance and benefits of diversification

Applications

Visibility, Accountability & Accessibility is accomplished by developing relationships with key department personnel, tracking the progress of each agency in their utilization of minority and women owned firms, and providing active representation on the following boards & committees:

- Missouri Minority Business Advocacy Commission (MMBAC)
- Personnel Advisory Board (PAB)
- Workforce Diversity Council
- Purchasing Committee

- Contract Compliance Council
- Governor's Faith-Based Outreach Program
- Complete Count Committee

Outstanding Customer Service is our number one priority in OSWD. Each staff member is trained in the areas of employment and procurement procedures, contract compliance, M/WBE certification, and relationship management to ensure we are best equipped with timely knowledge of issues that affect our constituents. Our goal is to be the link between the State of Missouri and those we represent. This includes but is not limited to website maintenance; posting upcoming bid opportunities and events, featuring vendors; application assistance; bid counseling; and referrals.

Increase Certification: Over FY 2009, the number of certified M/WBEs has significantly increased. This rise is due to the various activities in which OSWD engages such as participation in expositions/fairs, facilitation of educational workshops/seminars, and strategic advertisement of services in a diverse pool of media outlets.

Centralized Communication, both inflow and outflow, is essential to pass all information relevant to minorities and women to OSWD partners for mass dissemination amongst each partner's constituents. This centralized model is to ensure fluidity within agency-to-agency correspondence as well as that of M/WBEs and the general public.

Education is a practice that OSWD is constantly emphasizing through collaborations with partners to implement business and personal development programs. OSWD strives to elevate our services by familiarizing state agencies and the governing body with the benefits of diversification, while simultaneously preparing our constituents for state employment.

OSWD Key Events FY2009

Statewide Audience/Network

- Minority and women owned businesses and organizations
- Chambers (i.e. Black Chamber of Commerce)
- Ethnic Organizations (i.e. National Association for the Advancement of Colored People - NAACP)
- Women's Organizations (i.e. National Association of Women Business Owners – NAWBO, Women's Political Caucus, etc.)
- Community Organizations (i.e. neighborhood associations, Freedom Inc., etc.)
- Elected Officials

- Job Specific Organizations (i.e. National Association of Construction Contractors Cooperation -NACCC)
- Greek Organizations (i.e. Alpha Kappa Alpha Sorority, Inc.)
- Churches and religious organizations
- Academic Institutions (including alumni associations)
- Media Outlets (TV/Radio/Newspaper)
- Missouri Career Centers
- Minority Business Enterprise Centers

Our goal is to be the link between the State of Missouri and those we represent.

In addition to these outreach activities, OSWD staff has Traveled throughout the State of Missouri to meet with various organization leaders, including but not limited to university diversity programs, Chambers of commerce, banking institutions, businessrelated organizations, etc to address the concerns of our constituents. OSWD strongly believes in partnerships and is constantly networking for possible collaboration efforts on programs geared towards inclusion for women and minorities in the areas of employment and procurement.

OSWD Outreach Events FY2009

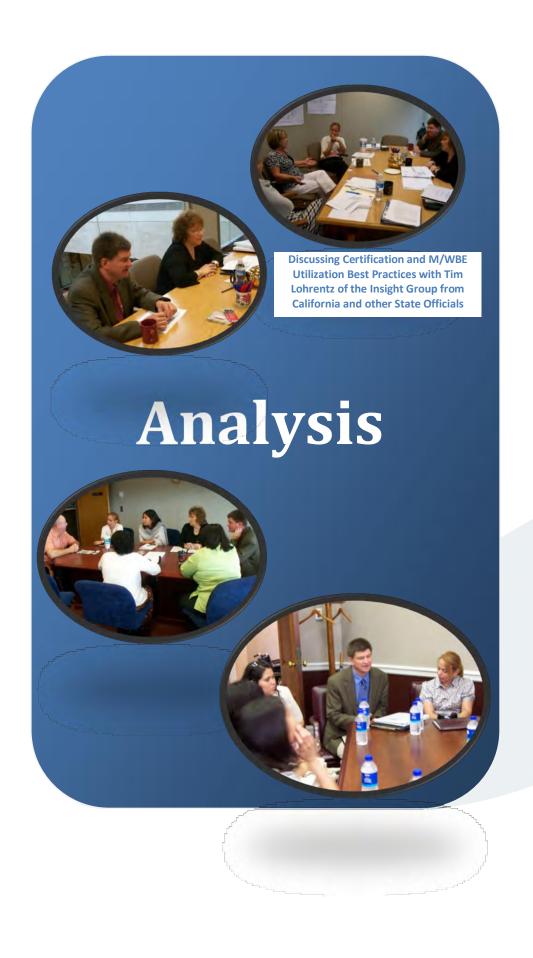
- Jefferson City Chamber of Commerce Micro Expo March 17
- Representative Shalonn Curls' Meeting with Kansas City Businesses March 24
- Presidential Proclamation of Women's Month March 25
- Women's History Month Proclamation March 31
- Ecumenical Leadership Council of Missouri April 1
- Kansas City Small Business Networking Breakfast April 7
- Missouri Valley College Job Fair April 8
- Women's Lobby Day April 13
- 2009 Fair Housing/Civil Rights Summit April 24
- Baptist Pastors' Union April 28
- Kansas City Networking Breakfast May 5
- Zonta Yellow Rose Luncheon May 12
- Radio Interview with Jade Harrell Clear Channel May 16
- Green Zone Meeting with Congressman Cleaver May 20
- National Association of Construction Contractors Cooperation (NACCC) Conference May 23
- St. Louis Minority Business Council Opportunity Fair Workshop May 27
- Kansas City Networking Breakfast June 2
- Church Speaker Circuit (Morningstar Missionary Baptist Church) June 14
- Church Speaker Circuit (New Haven Baptist Church) June 14
- Workforce Investment Board Meeting June 19
- Juneteenth Heritage Festival June 20
- Hispanic Focus Group Forum June 22
- St. Louis County NAACP Freedom Fund Dinner June 26
- Governor Nixon Signing of House Bill 883 (Invest in Missouri Act)
 June 29



Governor Nixon holds a meeting with the Missouri Coalition of Minority and Women-Owned Businesses



Hispanic Contractors Association of Greater KC Networking Luncheon – June 25



Fiscal Year 2009 Certification Analysis

The Office of Supplier and Workforce Diversity certifies M/WBE vendors for the State of Missouri. According to OSWD rules and regulations, each Missouri applicant must be visited at their business location as part of the MBE/WBE certification process. The State is divided into the following regions indicated on the map below.



2008-2009 On-Site Comparison									
Region	2008	2009	% Change						
1-Northwest	5	7	40%						
2-Northeast	1	2	100%						
3-Kansas City	21	37	76%						
4-Central	27	33	22%						
5-St. Louis	71	69	-3%						
6-Southwest	14	21	50%						
7-Southeast	5	18	260%						
Total	144	187	30%						

Table 1 - These visits were compared to the previous year by region with notable results in all areas of the state with the exception of only one decrease (2 visit or 3%) for the St. Louis Region.

OSWD's regulations established a Minority Business Enterprises (MBE) as a business that is at least 51% owned and controlled by one or more minority persons.

A racial minority is, for the purposes of the State of Missouri's MBE program, defined as individuals who are Black, American Indian, Hispanic, and Asian American and other similar racial minority groups as per Missouri Revised Statutes Chapter 33 Section

33.750. Also included are Alaskan Natives, Pacific Islanders, and Aleuts.

A Woman Business Enterprise (WBE) is a business that is at least 51% owned and controlled by one or more women.

2008-2009 Certification Comparison								
	2008	2009	% Change					
Certifications	197	220	10.45%					
Denials	22	21	-4.76%					
MBE	398	424	6.13%					
WBE	733	856	14.37%					
M/WBE	178	213	16.43%					
Total								
Certified								
Vendors	1309	1493	12.32%					

Table 2 - Comparisons of figures between the previous two years show significant increases other than a small decrease of denials processed. 2009 reflects a positive overall increase of 184 certified minority and women-owned business enterprises.

Certification as an MBE and/or WBE provides greater opportunities for these businesses to bid on state contracts. All certified MBE/WBE vendors appear on the Office of Supplier and Workforce Diversity Directory of Certified MBE/WBE Vendors. Both contractors and state agencies use this site as a resource in soliciting certified minority and/or female participation for ongoing projects. This certification covers all state agencies except for Missouri Department of Transportation (MoDOT), which participates in the Disadvantaged Business Enterprise (DBE) Program.

Fiscal Year 2009 Certification Programs

Summary-Comparison Survey

For the purposes of this survey, all of the certifying entities that perform MBE, WBE or DBE Certification in Missouri were contacted for responses to the different categories listed below. The survey was conducted to evaluate and compare OSWD's Certification Program to other available programs. The results confirmed that most others had a smaller pool of certified businesses, a larger certification staff and/or smaller geographical areas to cover. The number of MBE/WBE applicants for OSWD has increased substantially since March 2009. In conclusion, our Certification Program has continued to operate extremely well considering that it processes a larger number of certification applications, covers the entire state and continues to provide assistance to minority and/or women-owned businesses who are seeking opportunities during these difficult economic times.

Certifying Entity	Total Certified	Staff#	Onsite Area	Process Time	Certified MBE's	Certified WBE's	Certified M/WBE's	Certified DBE's
Office of Supplier and Workforce Diversity	1493	1FT/1PT +2 Site Visitors	Entire State	90 days	424	856	213	NA
STL Metro	128	3	60 mile radius	90 days	NA	NA	NA	313
Missouri Department of Transportation	222	4	Entire State	90 days	NA	NA	NA	222
KC Human Relations Department	650	Compliance/ Certification- 8	7-MO/KS surrounding counties	50 Days	351	200	NA	99 DBE 600 MDBE- WDBE
Mid America Minority Business Development Council **	289	1-FT/2-PT	KS/4 MO reg.	30 days	289	NA	NA	NA
St. Louis Minority Business Council **	312	2	IL-South Central/3- MO Reg.	4-6 wks.	226	NA	NA	NA
St. Louis Lambert International Airport Authority/City of St. Louis	656	2+site visits by contract	SL Metro Area	90 days	92	132	13	56-DBE 229-DMBE 103-DWBE 31-DMWBE
National Women Business Owners Corporation **	46 MO	3FT/1PT+ Site Visitors & Panel-4	МО	4 to 6 wks	NA	46	NA	NA
** Fee Based Certifica	tion							

Table 3



Fiscal Year 2009 Statewide Procurement Analysis

Executive Order 05-30 states that "all state agencies shall continue to make every feasible effort to target the percentage of goods and services procured from certified MBEs and WBEs to 10% and 5%, respectively." Table 4 gives an overview of expenditures incurred by each executive department. Although the legislature, judiciary and executive branch are not subject to this executive order their M/WBE utilization is also shown.

	MBE	WBE	NON-MBE	TOTAL		
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Legislature, Executive and Judiciary Branches*	\$3,551,645.16	\$1,255,147.37	\$34,211,038.38	\$39,017,830.91	9.10%	3.22%
	EXECU	JTIVE DEPARTME	NTS			
OFFICE ADMINISTRATION	\$40,132,575.57	\$5,811,839.91	\$87,389,878.08	\$133,334,293.56	30.10%	4.36%
AGRICULTURE	\$247,989.73	\$65,570.99	\$3,592,787.13	\$3,906,347.85	6.35%	1.68%
INSURANCE	\$158,571.61*	\$126,659.98*	\$2,638,049.97*	\$2,923,281.56	5.42%	4.33%
CONSERVATION	\$1,815,858.02*	\$438,536.33*	\$29,767,489.49*	\$32,021,883.84	5.67%	1.37%
ECONOMIC DEVELOP	\$2,836,981.64	\$741,027.34*	\$20,944,223.53*	\$24,522,232.51	11.57%	3.02%
ELEM & SEC EDUCATION	\$370,681.51*	\$1,338,584.81*	\$33,897,581.80*	\$35,606,848.12	1.04%	3.76%
HIGHER EDUCATION	\$79,480.43	\$207,086.14*	\$9,240,030.17*	\$9,526,596.74	0.83%	2.17%
HEALTH & SENIOR SERVICES	\$1,295,596.18	\$751,735.62	\$50,994,805.64	\$53,042,137.44	2.44%	1.42%
MO TRANSPORTATION	\$14,723,551.79*	\$3,046,746.14*	\$348,085,046.61*	\$365,855,344.54	4.02%	0.83%
LABOR & INDUSTRIAL	\$81,795.22	\$196,343.08	\$1,934,785.40	\$2,212,923.70	3.70%	8.87%
MENTAL HEALTH	\$408,454.67*	\$225,737.05*	\$51,169,255.80*	\$51,803,447.52	0.79%	0.44%
NATURAL RESOURCES	\$1,945,433.91*	\$773,658.11*	\$21,018,592.34*	\$23,737,684.36	8.20%	3.26%
PUBLIC SAFETY	\$5,809,584.50*	\$1,608,179.25*	\$68,477,697.02*	\$75,895,460.77	7.65%	2.12%
REVENUE	\$1,167,295.72	\$589,241.03	\$36,997,476.00	\$38,754,012.75	3.01%	1.52%
SOCIAL SERVICES	\$4,087,831.18*	\$2,024,583.25	\$164,102,545.23*	\$170,214,959.66	2.40%	1.19%
CORRECTIONS	\$14,737,738.93*	\$7,278,104.15*	\$184,152,234.32*	\$206,168,077.40	7.15%	3.53%
TOTALS FOR EXECUTIVE DEPARTMENTS	\$89,899,420.61	\$25,225,319.87	\$1,114,400,791.84	\$1,229,525,532.32	7.31%	2.05%
TOTALS STATEWIDE	\$93,451,065.77	\$26,480,467.24	\$1,148,611,830.22	\$1,268,543,363.23	7.37%	2.09%
Totals differ from SAM II individual ager	ncy reports due to payment	s processed through t	he UMB purchasing ca	rd agreement.		

Table 4

Through internal analysis is noted that 52% of the statewide expenditures are incurred through contracts established by the Division of Purchasing and Materials Management which in many instances are mandatory or preferred, and provide the State of Missouri with cost savings. The analysis also shows that 48% of these expenditures are incurred through agency discretionary expenditures. Table 5 shows the percentages utilized with M/WBE vendors.

	MBE Expenses	WBE Expenses	Non-M/WBE Expenses	Total Expenses	MBE %	WBE %
DPMM Contracts						
52%	\$89,622,247.01	\$19,985,850.31	\$551,216,880.87	\$660,824,978.19	13.56%	3.02%
Agency Discretionary Purchases						
48%	\$3,828,818.76	\$6,494,616.93	\$597,394,949.35	\$607,718,385.04	0.63%	1.07%
Total Expenditures	\$93,451,065.77	\$26,480,467.24	\$1,148,611,830.22	\$1,268,543,363.23	7.37%	2.09%

Fiscal Year 2009 Statewide Workforce Diversity Analysis

The State of Missouri serves as a model for all Missourians. It is important that our workforce reflects the demographics

State of Missouri				
	Male	Female	Number	Percent by Race
Total Population			5,595,211	100%
White	2,315,875	2,432,208	4,748,083	84.90%
Black	294,781	334,610	629,391	11.20%
Hispanic	62,509	56,083	118,592	2.10%
American Indian	12,701	12,375	25,076	0.40%
Asian/Pacific Islander	29,479	32,116	64,773	1.20%
Two or more Races	40,754	41,307	82,061	1.50%
Total by Gender	2,756,099	2,908,699		
Percent by Gender	49.26%	51.99%		

Table 6

found in our state. The information provided in this section highlights the current state of equal employment opportunity in the State of Missouri.

According to the 2000 Census the composition of the population in the State of Missouri is found on table 6. 84.90% represents the white population and 15.10% represents minority groups, those of Hispanic origin regardless of race, and individuals that have been identified to belong to two or more races. The State of Missouri employs 52,721 individuals, roughly 1% of the population in Missouri.

The Executive Departments following the directive of

Executive Order 94-03 that each department shall file with the State EEO Officer a revised Affirmative Action Plan

of Implementation have submitted their workforce diversity plans to the Office of Supplier and Workforce Diversity. The information provided in these reports is the basis for table 7, which depicts the workforce at each executive department:

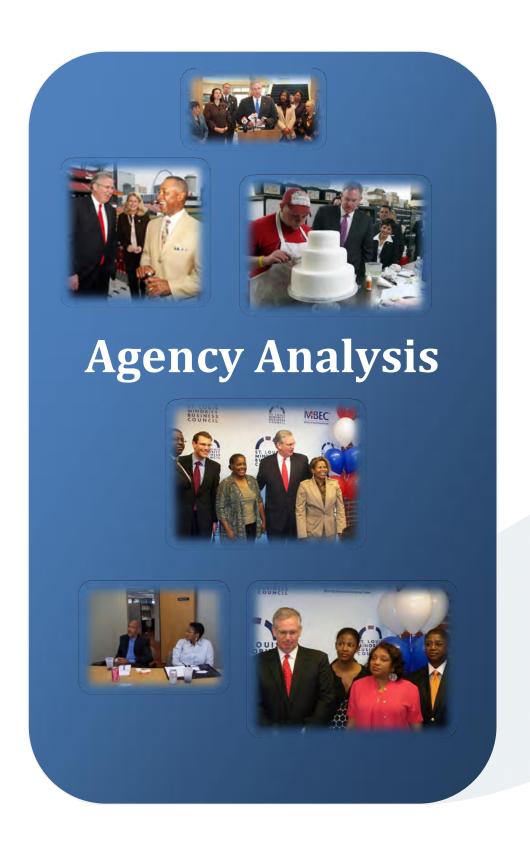
			- 0	EMALE (28,	849 Emplo	yees)					MALE (23,8	72 Emp	loyees)		
	Total Employees	White	Black	Hispanic	Asian	Am Ind	Two+	Unk	White	Black	Hispanic	Asian	Am Ind	Two+	Unk
OFFICE ADMINISTRATION	1,900	751	33	4	10	2.	0	0	1,036	48	2.	9	5	0	0
AGRICULTURE	297	171	1.0	0	0	1	0	0	177	б	1.	0	0	0	0
INSURANCE	542	2.99	19	0	0	0	0	0	216	11	0	2.	1	0	0
CONSERVATION	1,5.2	337	.5	2	4	- 1	0	0	1,.09	32	4	3	5	0	0
ECONOMIC DEVELOP	969	480	90	5	7	5	0	0	315	52	3	5	7	0	0
ELEM & SEC EDUCATION	1,392	1,323	174	10	9	2	0	0	324	44	2	4	0	0	0
HIGHER EDUCATION	74	55	4	0	0	0	0	0	13	2	0	0	0	0	0
HEALTH & SENIOR SERVICES	1,751	1,843	12/	10	12	5	0	0	312	30	2	8	2	1)	U
MO TRANSPORTATION	6,424	1,195	101	12	16	19	15	0	4,622	250	47	16	93	27	0
LABOR & INDUSTRIAL	7/65	484	45	3	2	0	Ü	0	238	177	3	- 1	2	1)	0
MENTAL HEALTH	3,467	4,040	1,755	50	80	15	0	0	1,682	75:	25	63	6	0	0
NATURAL RESOURCES	2,131	818	33	4	6	2,	0	0	1,21	34	8	.4	2.	0	0
PUBLIC SAFETY	4,823	2,323	3.6	1*	2.	7	0	0	2,267	.3.	.5	9	20	0	0
REVENUE	1,409	950	16	5	18	6	0	2	356	21	2	3	0	0	0
SOCIAL SERVICES	8,497	5,503	1,216	67	23	2.7	0	0	1,239	2.99	9	8	6	0	0
CORRECTIONS	11,268	4,815	38/	3;	16	8	0	0	5,190	320	49	25	ė0	- 0	U
Totals	52,721	23,929	4,356	223	224	100	15	2	21,277	2,058	172	169	169	27	0
State of Missouri Percentages		45.39%	8.26%	0.42%	0.42%	0.19%	0.03%	0.00%	40.36%	3.90%	0.33%	0.32%	0.32%	0.05%	0.009

Table 7

	State of Missouri	2000 Census
White	85.74%	84.90%
Black	12.17%	11.20%
Hispanic	0.75%	2.10%
Asian	0.75%	1.10%
American Indian	0.51%	0.40%
Two +	0.08%	1.50%

The comparison between the composition of the workforce at the Executive Departments of the State of Missouri and the percentages found in the 2000 census yields the comparison on table 8.

In conclusion the Executive Departments at the State of Missouri are comprised of 85.75% Caucasian employees and employees that are minorities or of Hispanic origin make up the remaining 14.17%.



Office of Administration

Commissioner of Administration: Kelvin L. Simmons

The Office of Administration (OA) is the state's service and administrative control agency. Created by the General Assembly on January 15, 1973, it combines and coordinates the central management functions of state government. Its responsibilities were clarified and amended by the Omnibus State Reorganization Act of 1974. The commissioner of Administration appoints the Deputy Commissioner, Assistant Commissioner and the directors of the following divisions:

- Division of Accounting
- Division of Budget & Planning
- Division of General Services
- Division of Facilities Management, Design & Construction
- Information Technology Services Division
- Division of Personnel
- Division of Purchasing and Materials Management

OA utilizes a decentralized purchasing system for purchases below \$24,999, and any purchase above \$25,000 is handled through the Division of Purchasing and Materials Management for the divisions and the other executive departments. During FY09 the Office of Administration incurred the following expenditures:

	MBE EXPENDITURES	WBE EXPENDITURES	NON-MBE EXPENDITURES	TOTAL EXPENDITURES	MBE%	WBE%
Commissioner's Office	\$316.16	\$14,136.72	\$101,180.00	\$115,632.88	0.27%	12.23%
Division of Accounting	\$0.00	\$4,070.30	\$50,661.41	\$54,731.71	0.00%	7.44%
Division of Budget and Planning	\$0.00	\$4,526.45	\$6,363.82	\$10,890.27	0.00%	41.56%
Division of ITSD	\$38,677,516.37	\$4,953,198.73	\$46,669,431.34	\$90,300,146.44	42.83%	5.49%
Division of Facilities Management, Design and Construction	\$1,101,845.65	\$231,286.25	\$34,844,777.42	\$36,177,909.32	3.05%	0.64%
Division of General Services	\$45,287.09	\$392,611.13	\$5,564,965.85	\$6,002,864.07	0.75%	6.54%
Division of Personnel	\$0.00	\$2,490.81	\$119,992.09	\$122,482.90	0.00%	2.03%
Division of Purchasing and Materials Management	\$27.99	\$2,286.02	\$308,727.49	\$311,041.50	0.01%	0.73%
Administrative Hearing Commission	\$3,265.20	\$8,213.94	\$31,895.55	\$43,374.69	7.53%	18.94%
Office of Child Advocate	\$0.00	\$181.26	\$6,743.01	\$6,924.27	0.00%	2.62%
Children's Trust Fund	\$0.00	\$0.00	\$17,066.43	\$17,066.43	0.00%	0.00%
Governor's Council Disability	\$1,185.86	\$2,151.72	\$13,858.25	\$17,195.83	6.90%	12.51%
Missouri Ethics Commission	\$55,486.37	\$5,088.52	\$84,134.72	\$144,709.61	38.34%	3.52%
Elected Officials	\$0.00	\$1,871.87	\$7,451.77	\$9,323.64	0.00%	20.08%
Subcontracting Allocation	\$247,644.88	\$189,726.19	(\$437,371.07)			
DEPARTMENT TOTALS	\$40,132,575.57	\$5,811,839.91	\$87,389,878.08	\$133,334,293.56	30.10%	4.36%

Table 9

OA showed strong MWBE participation in the procurement of goods and services in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE%	WBE%
2541 Info Technology Consult & Serv	\$12,542,471.71	\$39,635.48	\$14,262,233.32	\$26,844,340.51	46.72%	0.15%
2583 Comp Software Maint, Lic & Subscr	\$7,028,613.54	\$527,211.78	\$9,661,731.45	\$17,217,556.77	40.82%	3.06%
2685 Under Threshold-Computer Equip	\$6,568,304.99	\$14,880.14	\$419,555.96	\$7,002,741.09	93.80%	0.21%
2700 Non Mnfrm Comp Equ Over Thres	\$5,917,420.37	\$451,287.75	\$1,874,058.18	\$8,242,766.30	71.79%	5.47%
2703 Mainframe Equip Over Thres	\$216,548.92	\$1,980,286.35	\$1,528,977.32	\$3,725,812.59	5.81%	53.15%
2580 Comp Hardware Repair & Maint	\$1,123,890.65	\$808,987.40	\$2,158,094.09	\$4,090,972.14	27.47%	19.77%

Table 10

Table 11 shows areas that reflect high expenditures but low or no M/WBE participation for OA:

Object Code	Total Expenditures	% of Department's Total	% Spent with MWBE Vendors
		Expenditures	
2544 Other Professional Services	\$21,845,247.70	16.38%	2.84%
2911 Mainframe Computer Mainframe Rentals	\$4,440,163.60	3.33%	0.00%
2540 Information Technology Outsourcing	\$4,214,894.05	3.16%	0.00%
2883 Mnfrm Comp Equ Leases, Capital	\$1,502,736.25	1.13%	0.00%

The subcontracting allocation obtained by OA amounts to \$437,371.07, this amount makes up 0.33% of total expenditures.

Table 11

The Division of Facilities Management, Design and Construction awarded 484 capital improvement or construction contracts during FY 09. 42 WBE vendors participated as General Contractors and 153 payments were reported to M/WBE subcontractors during the year. The payments received by MWBE vendors are shown on table 12:

	MBE	WBE	PAYMENTS	NON MWBE	TOTAL		
	PAYMENTS	PAYMENTS	TO WBE GC	PAYMENTS	PAID	MBE%	WBE %
Administration (FMDC Constructions)	\$3,302,806	\$1,302,891.	\$5,168,052	\$59,657,371	\$64,263,068	5.14%	10.07%

Table 12 FY 09 is the first year that actual payments to MWBE vendors are tracked on Capital Improvements or Construction Contracts.

Office of Administration

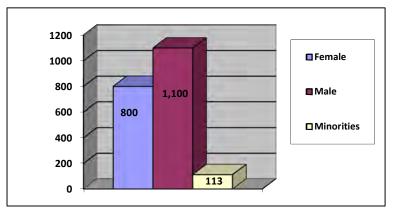
Workforce Diversity

As of June 30, 2009, the workforce at the Office of Administration (OA) consisted of 1,900 employees.

Table 13 and Graph 1 show the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the workforce at OA by race/ethnicity and generated the composition of the composition of the workforce at OA by race/ethnical at the composition of the composition o	ler:

Table 1		FEMALE	(800 Emp	oloyees)			MALE (1	,100 Emp	loyees)				
Office of Administration	White	Black	Hispanic A	Asian	Am Ind	White	Black	∏ispanic <i>I</i>	Asian	Am Ind	Total Employees	% Minority	% Women
Commissioner's Ottice	9	3	1		8	4	4	-	+	-	21	38%	62%
Division of Accounting	38	-	-	-	-	12	-	-	-	-	50	0%	76%
Division of Budget and Planning	19	1	÷	-		7	÷	+		÷	27	4%	74%
Division of ITSD	473	18	2	10	2	528	26	2	7	2	1,070	6%	47%
Division of Facilities Management, Design and Construction	63	4	-	7	÷	395	15	-	1	2	480	5%	14%
Division of General Services	43	2	-	÷		53	2	-	*	+	100	4%	45%
Division of Personnel	44	3	1			8				1	57	9%	84%
Division of Purchasing and Materials Management	30	1	-	÷	3	21	÷	-	2	=	52	2%	60%
Administrative Hearing Commission	10					2	1				13	8%	77%
Office of Child Advocate	3	-	14	-	13	1	-	*	ň	7	4	0%	75%
Children's Trust Fund	3	-	-	-	-	1	-	-	-	-	4	0%	75%
Governor's Council Disability	3	1	-		-	-	-	9	-	-	4	25%	100%
Missouri Ethics Commission	13	=	-4	1-	12	4	-	-	1	-	18	6%	72%
Total Employees	751	33	4	10	2	1,036	48	2	9	5	1,900	6%	42%
Percentages	39.53%	1.74%	0.21%	0.53%	0.11%	54.53%	2.53%	0.11%	0.47%	0.26%			

Table 13



Graph 1

Table 13 at the right shows the job groups where underutilization of women and/or minorities has been found. Underutilization goals are established for these job groups. These goals are derived from a statistical utilization and availability analysis. The goal of OA is to reach parity, which occurs when the workforce accurately reflects the pool of qualified individuals available for employment.

2.33% 0.11% 0.47% 0.26%	
<u>Job Groups</u>	<u>Underutilized</u> <u>Protected Group</u>
103 Managers/Specialized Training	Minority
104 Other Managers	Female and Minority
202 Auditors and Accountants	Minority
204 Other Professionals	Minority
208 Management Analyst, Personnel	Minority
216 Purchasing Agents/Buyers	Minority
303 Other Technicians	Minority
601 Clerical Support/Keyboard	Minority
602 Clerical Support/Non- Keyboard	Minority
701 Skilled Craft Workers	Female and Minority
802 Cleaning and Building Service	Female
Table 14	

Department of Agriculture

Director: Jon Hagler

Through its divisions, the Department of Agriculture administers programs that protect Missouri's producers, processors, distributors and consumers of food, fuel and fiber, while marketing Missouri agricultural products in the state, nation and abroad. The department's divisions include:

- Information Technologies System (ITSD)
- Office of the Director
- Agriculture Business Development
- Animal Health
- Grain Inspection and Warehousing

- Plant Industries
- Weights and Measures
- Missouri State Fair
- State Milk Board

MDA uses a decentralized purchasing system. Table 15 shows the expenditures that each division incurred during Fiscal Year 2009:

Division	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
ITSD	\$36,420.46	\$0.00	\$0.00	\$36,420.46	100.00%	0.00%
Office of the Director	\$49,424.92	\$2,645.99	\$43,138.14	\$95,209.05	51.91%	2.78%
Animal Health	\$70,611.58	\$13,144.80	\$809,592.55	\$893,348.93	7.90%	1.47%
Grain Inspection and Warehousing	\$16,683.18	\$651.82	\$138,674.31	\$156,009.31	10.69%	0.42%
Plant Industries	\$40.00	\$7,928.36	\$261,992.21	\$269,960.57	0.01%	2.94%
Weights & Measure	\$665.05	\$889.52	\$546,200.74	\$547,755.31	0.12%	0.16%
State Milk Board	\$16,683.18	\$1,339.03	\$71,597.37	\$89,619.58	18.62%	1.49%
Agriculture Business Development	\$18,647.82	\$10,151.23	\$722,175.89	\$750,974.94	2.48%	1.35%
Missouri State Fair	\$10,092.79	\$7,139.55	\$1,049,816.86	\$1,067,049.20	0.94%	0.66%
Subcontracting Allocation	\$28,720.75	\$21,680.69				
Final Percentages	\$247,989.73	\$65,570.99	\$3,592,786.63	\$3,906,347.85	6.35%	1.68%

Table 13

MDA showed strong MWBE participation in the procurement of goods and services in the following categories:

	, , , , , , , , , , , , , , , , , , ,	•				
OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
2748 Vehicles	\$150,669.82	\$0.00	\$192,254.00	\$342,923.82	43.94%	0.00%
			•	·		
2685 Under Threshold						
Computer	\$33,912.20	\$0.00	\$0.00	\$33,912.20	100.00%	0.00%
	700/0==:=0	70.00	7	700/0 ==:=0		010071
2700 Non Mainframe						
Computer	\$15,760.86	\$0.00	\$0.00	\$15,760.86	100.00%	0.00%
- Comparer	ψ13)7 00.00	φο.σσ	φο.σο	Ψ13,7 00.00	100.0070	0.0070
2271 Uniforms and						
Clothing	\$10,092.79	\$0.00	\$20,881.28	\$30,974.07	32.58%	0.00%
Ciotining	\$10,092.79	\$0.00	\$20,001.20	\$30,974.07	32.36%	0.00%
2272 Other Creekin						
2373 Other Specific	62.040.00	64.670.24	¢000.00	60 500 07	44.440/	40.400/
Supplies	\$3,948.98	\$4,678.31	\$900.98	\$9,528.27	41.44%	49.10%
2250 0111 5 11	¢227.00	640.055.54	¢64 202 20	672 505 70	0.220/	45 440/
2250 Office Supplies	\$237.99	\$10,965.51	\$61,382.20	\$72,585.70	0.33%	15.11%
2301 Promotional						
Supplies	\$0.00	\$8,780.09	\$49,994.38	\$58,774.47	0.00%	14.94%
2118 Out of State						
Commercial						
Transportation Travel						
Agency	\$0.00	\$4,611.23	\$7,703.28	\$12,314.51	0.00%	37.45%
-						
2325 Vehicle Repairs						
Supplies	\$0.00	\$789.65	\$6,749.05	\$7,538.70	0.00%	10.47%
• •	·			· · · · · · · · · · · · · · · · · · ·		

Table 14

Table 17 shows areas that reflect high expenditures but low or no M/WBE participation for MDA:

Object Code	Total Expendi- tures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2280 Laboratory Supplies	\$420,052.73	10.75%	0.00%
2328 Motor Fuel	\$557,091.15	14.26%	0.00%
2466 Advertising Services	\$372,512.98	9.54%	0.33%
2736 Laboratory Equipment	\$78,493.62	2.01%	0.00%

Table 15

Through purchases in contracts that have MWBE Participation established, MDA obtained subcontracting allocation in the following amounts:

MBE: \$28,720.75 WBE: \$21,680.69 Total: **\$50,401.44**

The total amount of subcontracting allocation represents 1.29% of the department's total expenditures

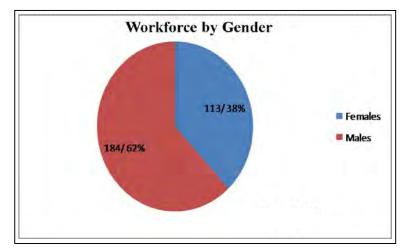
Department of Agriculture

Workforce Diversity

As of June 30, 2009, the workforce at the Missouri Department of Agriculture (MDA) consisted of 297 employees. Table 16 and Graph 2 show the composition of the workforce at MDA by race/ethnicity and gender. Table 19 shows the job groups where underutilization has been found.

			FEMALE (113 Employees)				MALI	E (184 Emplo	oyees)		
Division	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Missouri Agricultural and Small Business Development Authority	7	5	0	0	0	0	2	0	0	0	0
Office of the Director	16	10	0	0	0	0	5	1	0	0	0
Animal Health	66	32	1	0	0	0	33	0	0	0	0
Grain Inspection and Warehousing	43	11	0	0	0	0	30	2	0	0	0
Plant Industries	46	23	0	0	0	1	21	0	1	0	0
Weights & Measures	60	10	0	0	0	0	49	1	0	0	0
State Milk Board	8	1	0	0	0	0	7	0	0	0	0
Agriculture Business Development	25	7	0	0	0	0	16	2	0	0	0
Missouri State Fair	22	9	0	0	0	0	13	0	0	0	0
Wine and Grape Board	4	3	0	0	0	0	1	0	0	0	0
Total Employees	297	111	1	0	0	1	177	6	1	0	0
Percentages		37.37%	0.34%	0.00%	0.00%	0.34%	59.60%	2.02%	0.34%	0.00%	0.00%

Table 16



Graph 2

Job Groups	<u>Underutilized Pro-</u> tected Group
0.000 1.1	<u></u>
Officials and Managers	Female and Minority
Professionals	Female and Minority
Technicians	Female and Minority
Engineers/Architects	Female and Minority
Office Admin and Clerical	Minority

Table 17

Department of Corrections

Director: George A. Lombardi

The Department of Corrections (DOC) supervises convicted felons and misdemeanants. Organized as a separate department of state government by an act of the legislature in 1981 and reorganized July 1, 1993, it is comprised of four divisions:

- Office of the Director
- Division of Human Services
- Division of Adult Institutions

- Division of Offender Rehabilitative Services
- Division of Probation and Parole

DOC has a hybrid of centralized and decentralized purchasing systems within their department. An analysis of the department's expenditures reveals the following expenses incurred during fiscal year 09:

	MBE EXPENDITURES	WBE EXPENDITURES	NON-MBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
Department of Corrections	\$14,737,738.93	\$7,278,104.15	\$184,152,234.32	\$206,168,077.40	7.15%	3.53%

Table 18

DOC showed strong MWBE participation in the procurement of goods and services in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
2250 Office Supplies	\$335,744.87	\$121,865.46	\$1,514,804.96	\$1,972,415.29	17.02%	6.18%
2691 Under Threshold Office Equipment	\$0.00	\$34,156.35	\$166,455.46	\$200,611.81	0.00%	17.03%
2694 Under Threshold - Other Equipment	\$24,061.73	\$319,376.75	\$1,367,722.28	\$1,711,160.76	1.41%	18.66%
2686 Under Threshold - Non Mf Computer Software	\$113,725.07	\$0.00	\$0.00	\$113,725.07	100.00 %	0.00%
2724 Photographic Equipment	\$19,000	\$0.00	\$22,281.00	\$41,281.00	46.03%	0.00%

Table 19

Table 22 below shows areas that reflect high expenditures but low or no M/WBE participation for DOC:

Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2544 Other Profes- sional Services	\$15,643,852.30	7.59%	0.16%
2325 Vehicle Re- pair Services	\$343,593.69	0.17%	3.94%
2283 Medical and Dental Supplies	\$234,973.12	0.11%	0.00%
2337 Food and Dietary Supplies	\$26,657,005.01	12.93%	0.00%

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$13,350,936.50 WBE: \$6,448,645.80 Total: **\$19,799,582.30**

The total amount of subcontracting allocation represents 9.60% of the department's total expenditures.

Table 20

- DOC will continue to analyze spending practices at the end of each fiscal year to ensure M/WBE vendors are considered during the purchasing process.
- DOC will continue to consider M/WBE vendors as priority vendors when purchasing products.
- DOC will ensure purchasing authorities are educated on M/WBE utilization process.

Department of Corrections

Workforce Diversity

As of June 30, 2009, the workforce at the Department of Corrections (DOC) consisted of 11,268 employees. DOC houses the following divisions:

- Office of the Director
- Division of Human Services
- Division of Adult Institutions

- Division of Offender Rehabilitative Services
- Division of Probation and Parole

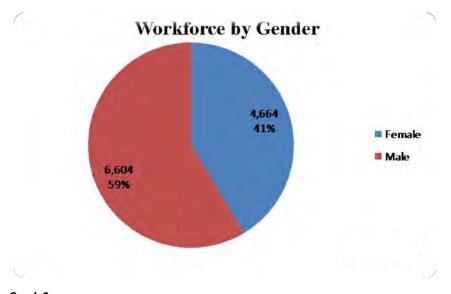
Table 23 and Graph 3 show the composition of the workforce at DOC on June 30, 2009 by race/ethnicity and gender:

	1										
FEMALE (4,664 Employees)					MALE (6,	604 Empl	oyees)				
Department	Total	White	Black	Hispanic	Asian	Am	White	Black	Hispanic	Asian	Am Ind
of	Employees					Ind					
Corrections											
Total	11,268	4,216	387	37	16	8	6,190	320	49	25	20
Employees											
Percentages		37.42%	3.43%	0.33%	0.14%	0.07%	54.93%	2.84%	0.43%	0.22%	0.18%

Table 21

Job Groups	Underutilized Protected Group
201 Social Services	Minority
204 Other Professionals	Female
206 Teachers	Minority
303 Other Technicians	Female and Minority
402 Corrections Officers	Minority
501 Paraprofessional	Female and Minority
601 Clerical Support (Keyboard)	Minority
602 Clerical Support (Non- Keyboard)	Minority
701 Skilled Craft	Female
801 Food Preparation	Minority
802 Cleaning and Building Services	Female and Minority

Table 22 - Underutilization of minorities and or female was found in the above job groups



Graph 3

The Department of Economic Development

Director: David Kerr

The Department of Economic Development administers a wide array of programs designed to enhance Missouri's economy in the 21st Century. It is composed of agencies that execute statutory requirements and department policy in the areas of community, economic and workforce development.

DED houses the following divisions and groups:

- Administrative Services
- Business and Community Services
- Tourism
- Public Counsel

- Public Service Commission
- Housing Development Commission
- Missouri Arts Councils
- Division of Workforce

Each division at DED has their own financial and procurement staff, with the exception of Business and Community Services. Table 25 shows the analysis of MWBE utilization at the department level. Based on administrative, accounting and budgetary changes, DED percentages dropped from last years. However, it is through DED efforts, MWBE expenditure percentages have remained steady since FY 08. DED ranked second among all state departments in over all percentage of expenditures with minority and women owned businesses at 14.59%.

	MBE	WBE	NON-MBE	TOTAL			
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %	
Economic Development	\$2,836,981.64	\$741,027.34	\$20,944,223.53	\$24,522,232.51	11.57%	3.03%	

Table 23

DED procured goods and services, showing strong MWBE participation in the following categories:

	MBE	WBE	Non -MBE	TOTAL		
OBJECT CODES	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
2250 Office Supplies	\$15,990.39	\$2,982.37	\$321,369.51	\$340,342.27	.87%	4.39%
2700 Non Mainframe Computer						
Equipment Over Threshold	\$129,976.38	\$0	\$3,567.03	\$133,543.41	97.32%	0%
2685 Under Threshold-						
Computer Equipment	\$64,810.14	\$0	\$203.54	\$65,013.68	99.68%	0%
2724 Photographic Equipment	\$15,144.92	\$0	\$5,428.40	\$20,573.32	73.61%	0%
2505 Professional Court						
Services	\$0	\$58,947.55	\$963.45	\$59,911.00	0%	98.39%
2580 Computer Hardware						
Repair & Maintenance	\$56,120.72	\$0	\$384.00	\$56,504.72	99.32%	0%

Table 24

The table below shows areas that reflect high expenditures but low or no M/WBE participation for DED:

Object Code	Total Expenditures	% of Department's Total Expendi- tures	% Spent with MWBE Vendors
2544 Other Profes- sional Services	\$4,472,306.17	18.24%	0.00%
3412 Program Reim- bursements	\$3,775,160.81	15.39%	0.00%
2496 Other Business Services	\$737,177.89	3.01%	0.12%
2466 Advertising Services	\$12,864,904.85	52.46%	3.13%

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$2,341,270.89 WBE: \$244,696.79 Total: **\$2,585,967.68**

The total amount of subcontracting allocation represents 10.54% of the department's total expenditures.

Table 25

Department of Economic Development

Workforce Diversity

As of June 30, 2009, the workforce at the Department of Economic Development (DED) consisted of 969 employees. The Department of Economic Development is houses the following divisions and groups:

- Administration
- Business and Community Services
- Housing Commission
- Missouri Arts Council

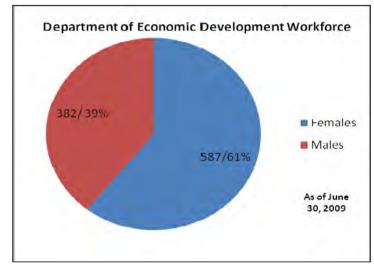
- Public Counsel
- Public Service Commission
- Tourism
- Workforce

In accordance with Executive Order 05-30, DED prepares and monitors an affirmative action plan. As required by the order, and to avoid the appearance of quotas, the department places a strong emphasis on recruitment, retention, and training of qualified individuals. DED revises the plan every year and submits it to the Office of Supplier and Workforce Diversity. The plan addresses all requirements specified in Article V of the executive order.

Table 28 and Graph 4 show the composition of the workforce at DED on June 30, 2009 by race/ethnicity and gender.

Table 29 shows the job groups where utilization was identified:

Table 28	FEMALE (587 Employees)					MALE (382 Employees)					
	Total					Am					Am
Division or Group	Employees	White	Black	Hispanic	Asian	Ind	White	Black	Hispanic	Asian	Ind
Administration	30	22	0	1	0	0	6	1	0	0	0
Business &											
Community Services	105	57	2	0	3	1	33	7	0	2	0
Housing											
Commission	120	46	27	3	0	2	33	9	0	0	0
MO Arts	13	6	2	0	1	0	3	1	0	0	0
Public Counsel	12	5	0	0	0	0	7	0	0	0	0
Public Service											
Commission	190	83	3	0	2	0	94	7	0	1	0
Tourism	35	20	1	0	1	0	11	1	0	0	1
Workforce	464	241	55	1	0	2	128	26	3	2	6
Total Employees	969	480	90	5	7	5	315	52	3	5	7
Percentages		49.54%	9.29%	0.52%	0.72%	0.52%	32.51%	5.37%	0.31%	0.52%	0.72%



Graph 4

Job Groups	Underutilized Pro-
	tected Group
Managers and Administrators	Female and Minority
Auditors and Accountants	Female
Computer Professionals	Female
Engineers/Architects	Female and Minority
Housing Professionals	Female and Minority
Management and Personnel Analysts	Minority
Other Professionals	Minority
Workforce Professionals	Female and Minority
^o araprofessionals	Female

Table 29

Department of Elementary and Secondary Education

Commissioner: Chris L Nicastro

The Department of Elementary and Secondary Education (DESE) is the administrative arm of the State Board of Education. It is primarily a service that works with educators, legislators, government agencies and citizens to maintain a strong public education system. Through its statewide school-improvement initiatives and regulatory functions, the Department strives to assure that all citizens have access to high quality public education.

The Department's duties range from early childhood to adult education services. DESE carries out the above mentioned duties through seven different divisions which include:

- Administration
- Division of Career Education
- Division of School Improvement

- Division of Special Education
- Division of Teacher Quality and Urban Education
- Division of Vocational Rehabilitation

DESE utilizes a hybrid of centralized and decentralized purchasing system. Table 30 shows the expenditures incurred by DESE during Fiscal Year 2009:

	MBE EXPENDITURES	WBE EXPENDITURES	NON-MBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
Economic Development	\$362,863.70	\$1,336,636.26	\$33,907,348.16	\$35,606,848.12	1.02%	3.75%

Table 30

DESE procured goods and services, showing strong MWBE participation in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES		
					MBE %	WBE%
2250 Office Supplies	\$1,033.66	\$101,929.96	\$368,180.49	\$471,144.11	0.22%	21.63%
2433 Medical & Dental Services	\$0.00	\$12,246.50	\$32,016.05	\$44,262.55	0.00%	27.67%
2505 Attorney Services	\$0.00	\$11,810.00	\$203.54	\$77,680.94	0.00%	15.20%
2520 Educational Services	\$12,950.00	\$323,553.68	\$5,659,308.89	\$5,995,812.57	0.22%	5.40%
2571 Other Housekeeping and Janitorial services	\$4,683.00	\$420.00	\$32,944.80	\$38,047.80	12.31%	1.10%
2496 Other Business Services	\$2,961.00	\$35,166.38	\$94,057.84	\$132,185.22	2.24%	26.60%

Table 31

The table below shows areas that reflect high expenditures but low or no M/WBE participation for DESE:

			•
Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2544 Other Professional Services	\$12,826,014.95	36.02%	0.03%
2520 Educational Services	\$14,909,646.31	41.87%	5.84%
2328 Motor Fuel	\$295,626.69	0.83%	0.00%
2841 Major Building/ Facilities Repair Services	\$131,681.21	0.37%	0.00%

Table 32

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$4,717.45 WBE: \$1,253.19 Total: **\$5,970.64**

The total amount of subcontracting allocation represents .01% of the department's total expenditures.

Department of Elementary and Secondary Education

Workforce Diversity

As of June 30, 2009, the workforce at the Department of Elementary and Secondary Education (DESE) consisted of 1,892 employees. DESE houses the following divisions and groups:

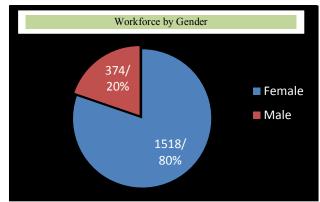
- Administration
- Division of Career Education
- Division of School Improvement

- Division of Special Education
- Division of Teacher Quality and Urban Education
- Division of Vocational Rehabilitation

Table 33 and Graph 5 show the composition of the workforce at DED on June 30, 2009 by race/ethnicity and gender. Table 2 shows the job groups where utilization was identified:

			FEMALE (1,518 Employees)					MALE	(374 Emplo	yees)	
Department	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Total Employees	1892	1323	174	10	9	2	324	44	2	4	0
Percentages		69.93%	9.20%	0.53%	0.48%	0.11%	17.12%	2.33%	0.11%	0.21%	0.00%

Table 33



<u>Job Groups</u>	Underutilized Protected <u>Group</u>
Manager. Ed. & Related	Minority
Administrative Professional	Minority
Computer Professionals	Minority

Table 34

Graph 5



Department of Natural Resources

Director: Mark N. Templeton

Created in 1974, the mission of the Department of Natural Resources (DNR) is to preserve, protect and enhance Missouri's natural, cultural and energy resources. The department ensures that Missourians enjoy clean air to breathe, clean water for drinking and recreation, land that sustains a diversity of life and sustainable energy choices. The agency accomplishes this work through the following divisions, groups or programs:

- Division of Environmental Quality
- Division of Geology and Land Survey
- Division of State Parks
- Field Services Division.
- Division of Administrative Support
- Missouri Energy Center
- Office of the Director

- Water Resources
- Soil and Water Waste Conservation Program
- Air Pollution Control Program
- Land Reclamation Program
- Environmental Improvement and Energy Resources Authority (EIERA)

During Fiscal Year 2009, DNR incurred the following expenses:

	MBE	WBE	NON-MBE	TOTAL		
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Department of Natural						
Resources	\$1,945,433.91	\$73,658.11	\$21,018,592.34	\$23,737,684.36	8.20%	3.26%

Table 35

DNR showed strong MWBE participation in the procurement of goods and services in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES		
					MBE %	WBE %
2250 Office Supplies	\$61,169.03	\$49,707.84	\$330,254.47	\$441,131.34	13.87%	11.27%
2544 Other Professional						
Services	\$0.00	\$110,865.74	\$230,138.70	\$341,004.44	0.00%	32.51%
2691 Under Threshold Office						
Equipment	\$3,253.02	\$9,261.81	\$2,996.08	\$15,510.91	20.97%	59.71%
2301 Promotional Supplies	\$4,207.41	\$2,990.25	\$3,011.96	\$10,209.62	41.21%	29.29%
2373 Other Specific Supplies	\$3,948.98	\$4,678.31	\$900.98	\$9,528.27	41.44%	49.10%
2845 Specialized Services	\$259,759.09	\$0	\$65,604.06	\$325,363.15	79.84%	0%

Table 36

The table below shows areas that reflect high expenditures but low or no M/WBE participation for DNR:

		_	-
Object Code	Total Expendi- tures	% of Depart- ment's Total Expenditures	% Spent with MWBE Vendors
2328 Motor Fuel	\$885,363.21	3.73%	0.00%
2209 Propane	\$246,145.97	1.04%	0.00%
2991 Agency Pro- vided Food	\$138,944.55	0.59%	0.00%
2352 Agriculture / Grounds Supplies	\$145,256.59	0.61%	0.00%
2445 Rehabilita- tive Services	\$86,885.32	0.37%	0.00%

Table 37

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$ 38,429.93 WBE: \$329,158.34 Total: **\$367,588.27**

The total amount of subcontracting allocation represents 1.54% of the department's total expenditures.

Department of Natural Resources

Workforce Diversity

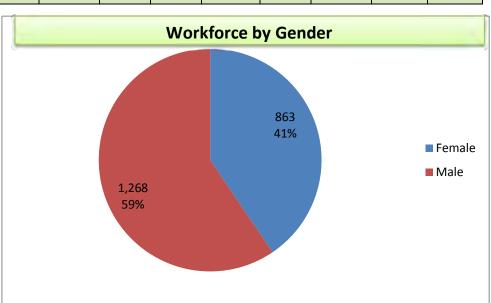
As of June 30, 2009, the workforce at the Department of Natural Resources (DNR) consisted of 2,132 employees. Table 38 and Graph 6 show the composition of the workforce at DNR on June 30, 2009 by race/ethnicity and gender.

	FEMALE (864 Employees)			MALE (1,	268 Empl	oyees)					
Department	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Natural											
Resources	2,131	818	33	4	6	2	1211	34	8	13	2
Percentages		38.37%	1.55%	0.19%	0.28%	0.09%	56.80%	1.59%	0.38%	0.61%	0.09%

Table 38

Job Groups	<u>Underutilized</u> <u>Protected</u> <u>Group</u>
101 Executives	Minority
104 Park and Envi- ronmental Managers	Female and Mi- nority
105 Engineering Managers	Female
202 Fiscal and Ad- ministrative Profes- sionals	Minority
203 Information Systems Profession- als	Female
204 Park Profession- als	Minority
205 Natural and Other Scientists	Female and Mi- nority
207 Engineering Professionals	Minority
208 Other Profession- als	Female and Mi- nority
401 Protective Ser- vice Workers	Female and Mi- nority
601 Clerical Support	Female and Mi- nority
602 Clerical Supervi- sors	Minority
701 Skilled Trade Workers	Female and Mi- nority
801 Maintenance Workers	Minority
802 Maintenance Supervisors	Female

Table 39 - A review of the department's workforce found the above job groups where women and minorities are underutilized.



Graph 6

Department of Revenue

Director: Alana Barragán-Scott

The Missouri Department of Revenue (DOR) serves as the central collection agency for all state revenue. The primary duties of the department are to collect and distribute taxes, administer tax credit programs, title and register motor vehicles and boats, issue driver licenses and register and regulate motor vehicle and marine dealers.

DOR carries out the above mentioned duties through the following divisions:

- Motor Vehicle and Driver Licensing Division
- Taxation Division
- Legal Services Division

- Administration Division
- Director's Office

DOR utilizes a centralized purchasing system. Below is the overview of the department's performance. The figures below include the expenditures for the State Tax Commission and Missouri Lottery Commission¹. Table 40 shows the percentage of participation that each agency reached during Fiscal Year 09 with MWBE vendors.

percentage of participation	10001100 0011115 1	iscar rear os with	THE THEORY.			
	MBE EXPENDITURES	WBE EXPENDITURES	NON-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
REVENUE	\$853,987.93	\$442,897.04	\$12,664,341.51	\$13,961,226.48	6.12%	3.17%
STATE TAX COMMISSION	\$160.14	\$6,293.20	\$67,819.09	\$74,272.43	0.22%	8.05%
MO STATE LOTTERY	\$313,147.65	\$140,050.79	\$24,261,520.10	\$24,714,718.54	1.27%	0.57%
DEPARTMENT TOTALS	\$1,167,295.72	\$589,241.03	\$36,993,680.70	\$38,750,217.45	3.01%	1.52%

Table 40

DOR procured goods and services, showing strong MWBE participation in the following categories:

	MBE	WBE	Non -MWBE	TOTAL		
OBJECT CODES	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
2250 Office Supplies	\$4,593.13	\$41,760.34	\$1,059,192.69	\$1,105,546.16	.41%	3.77%
2700 Non Mainframe						
Computer Equipment Over						
Threshold	\$256,950.43	\$-	\$38,527.23	\$295,477.66	86.96%	-%
2580 Computer Hardware						
Repair and Maintenance	\$69,498.30	\$14,209.20	\$226,997.24	\$310,704.74	22.36%	4.57%
2376 Information Technology						
Supplies	\$30,020.80	\$4,023.33	\$11,897.63	\$45,941.76	65.34%	8.75%
2301 Promotional Supplies	\$14,285.76	\$95,189.66	\$72,427.21	\$181,902.63	7.85%	52.33%
2583 Computer Software						
Maintenance, Licenses &						
Subscriptions	\$39,324.54	\$5,748.00	\$355,929.36	\$401,001.90	9.80%	1.43%

Table 41

1 -

¹ The Missouri State Lottery is assigned to the Department of Revenue as a Type III division; DOR has no supervisory authority or control over the actions or decisions of the Lottery Commission or the director of the Lottery.

Table 42 shows areas that reflect high expenditures but low or no M/WBE participation for DOR:

Object Code	Total Expenditures	% of Depart- ment's Total Expenditures	% Spent with MWBE Ven- dors
2475 Collection Services	\$6,105,420.94	15.75%	0.00%
2457 Express & Freight Services	\$1,278,963.30	3.30%	0.00%
2544 Other Professional Services	\$5,359,166.02	13.83%	0.12%
2460 Printing and Binding Services	\$9,090,189.35	23.46%	0.02%
2496 Other Business Services	\$8,337,091.98	21.51%	0.00%

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$ 706,267.23 WBE: <u>\$ 393,247.62</u> Total: \$1,099,514.85

The total amount of subcontracting

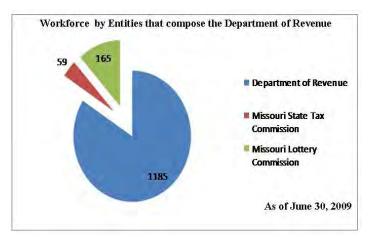
Table 26

allocation represents 2.83% of the department's total expenditures.

Department of Revenue

Workforce Diversity

The Department of Revenue's Workforce as of June 30, 2009 consists of 1,409 employees, located in various cities in Missouri and other cities in the United States. The Department of Revenue is composed by three entities:



- Missouri Department of Revenue
- State Tax Commission
- Missouri Lottery Commission

All three entities affirmed their commitment to diversity by completing and submitting individual affirmative action reports to the Office of Supplier and Workforce Diversity.

The following tables will show the composition of each entity for minorities and female employees, underutilization on the job groups and Equal Employment Opportunity subgroups and the protected group.

Graph 7

Missouri Department of Revenue (DOR)

DOR is committed to recruiting, retaining, and promoting well-qualified individuals on the basis of qualifications without regard to race, color, religion, sex, national origin, disability, age, or veteran status. DOR makes a good faith effort to strengthen the number of minority applicants in the applicant pool. Representatives from Personnel Services attend career fairs at local and minority-based colleges and universities, as budget permits. DOR's workforce composition can be found on table 43.

The 2009 data was calculated using the "any difference > than one rule." Underutilization is considered insignificant Table 43 if it represents less than one full time employee.

City	Number of Employees		Number of Females	
Cape Girardeau	16	-	13	
Jefferson City	968	51	773	
Joplin	9	1	9	
Kansas City	54	12	37	
Springfield	34	2	22	
St. Joseph	10	1	8	
St. Louis	71	20	49	
Georgia	2	0	1	
Des Plaines, IL	7	2	4	
Jericho, NY	11	0	4	
Carrollton, TX	3	0	0	
Total Employees	118	5 8	39	920

EEO Sub Group	<u>Area</u>	<u>Underutilized</u> Protected Group
204 Other Professionals	Cape Girardeau	Female
103 Managers/Specialized Training	Jefferson City	Female and Minority
601 Clerical Support Keyboard	Jefferson City	Female
602 Clerical Support Non-Keyboard	Jefferson City	Female and Minority
701 Skilled Craft Worker	Jefferson City	Female
202 Auditors/ Accountants	Kansas City/Carrollton, TX/ St. Louis	Female and Minority
204 Other Professionals	Kansas City / St. Louis	Female/ Minority
501 Paraprofessional	Kansas City/Springfield	Minority/Female
202 Auditors/ Accountants	Springfield, St. Joseph	Female
202 Auditors/ Accountants	Georgia, Des Plaines, IL, Jericho, NY	Minority

The data examined illustrates the categories where the department was underutilized for Fiscal Year 2009. Based on the analysis conducted, ten Equal Employment Opportunity subgroups show underutilization throughout the eleven regions served by DOR.

As an equal opportunity employer, DOR solicits all qualified persons, using several sources of recruitment and posting venues, to advertise vacant positions. Internally, DOR encourages employees to take advantage of advancement opportunities. DOR promotes this philosophy through written administrative policies and statements, which are readily available to all management and staff.

Table 44

Missouri State Tax Commission

Workforce Diversity

Missouri State Tax Commission (STC)

STC is a quasi-judicial administrative agency that performs the following functions:

- 1. Equalize inter-and intra-county assessments
- 2. Conduct de novo judicial hearings regarding valuation and classification appeals from local boards of equalization in individual assessment cases
- 3. Formulate and implement statewide assessment policy and procedures to comport with statutory and constitutional mandates
- 4. Supervise local assessing officials and local assessment programs to ensure compliance with statewide policy requirements
- 5. Conduct ratio studies to determine the assessment level in each county and to measure the quality of the assessment program
- 6. Original assessment of the distributable property of railroads and public utilities

STC oversees an assessment system which is responsible for the annual collection of property tax revenues, which serves as the financial foundation for public schools and local governmental agencies.

As of June 30, 2009 STC employed 59 employees, of which 1 or 1.69% is a minority and 28 or 47.45% are females. Based upon the analysis conducted, the following EEO subgroups showed underutilization:

EEO Sub Group	Area	Underutilized Protected Group	
104 Other Managers	Jefferson City	Female	
303 Other Technicians	Jefferson City	Female and Minority	

Table 45

Due to budget constraints, recruitment has become very limited and a shared responsibility between Human Resources and the hiring sections. All vacant positions are posted on our website, and in

various newspapers. STC encourages advancement to current employees.

Missouri Lottery Commission (LC)

The core functions of the Lottery are to:

- Recruit and license Lottery retailers
- Create, market and distribute Lottery Products
- Pay Lottery prizes and retailer commissions
- Collect Lottery revenues for public education

On June 30, 2009 the Missouri Lottery Commission employed 165 employees in fourteen EEE categories, of these employees 13 or 7.88% are minorities and 79 or 47.88% are females. Based on the analysis performed the following EEO subgroup showed underutilization:

EEO Sub Group	<u>Area</u>	Underutilized Protected Group
601 Clerical Support Keyboard	Jefferson City	Minority

On September 2008, underutilization was found in other subgroups, this agency has

Table 46 since hired 18 new employees; 7

of them females. Three of these females are minorities and were hired for EEO categories of Computer Professionals and Other Technicians. In addition, two minority employees were hired for the categories of "Other Professionals" and "Managers/Specialized Training". The Missouri Lottery Commission will continuously strive to have a workforce that reflects the public they serve.



The Missouri Department of Revenue is an Equal Opportunity Employer. Individuals are employed on the basis of qualifications without regard to age, race, color, creed, sex, religion, national origin, or disability.

Department of Higher Education

Commissioner: Dr. Robert Stein

The Missouri Department of Higher Education (MDHE) carries out the goals and administrative responsibilities for the state system of higher education, which serves more than 360,000 students through 13 public four-year colleges and universities, 19 public two-year colleges, one public two-year technical college, 25 independent colleges and universities, and 152 proprietary schools. The agency's primary responsibilities include:

- Identification of statewide planning for higher education.
- Evaluation of students and institutional performance.
- Review of institutional missions.
- Development of specialization among institutions.
- Administration of a statewide postsecondary technical education program.
- Establishments of guidelines to promote student transfer among institutions.

- Approval of new degree programs offered by public colleges and universities.
- Administration of the Proprietary School Certification Program.
- Policy setting for an administration of student financial assistance programs.
- Increase awareness among Missourians regarding opportunities for postsecondary education and student financial assistance in the state.

The MDHE carries out its work through six different groups which include:

- Academic Affairs
- Contracts and Compliance
- Financial Assistance and Operations

- Fiscal Affairs and Operations
- Missouri Student Loan Group
- Information Technology

In order to carry out its work, this agency utilizes a centralized purchasing system.

	MBE	WBE	NON-MBE	TOTAL		
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Department of Higher						
Education	\$79,480.43	\$207,023.32	\$9,240,092.99	\$9,526,596.74	.83%	2.17%

Table 47

MDHE procured goods and services, showing strong MWBE participation in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
2250 Office Supplies	\$9,468.32	\$484.85	\$4,563.22	\$14,516.39	65.23%	3.34%
2301 Promotional Supplies	\$15,888.00	\$94,062.25	\$0.00	\$109,950.25	14.45%	85.55%
2460 Printing and Binding Services	\$0.00	\$12,096.30	\$203.54	\$42,452.30	0.00%	28.49%
2685 Under Threshold- Computer Equipment	\$5,584.57	\$0.00	\$0.00	\$5,584.57	100.00%	0.00%
2805 Other Specific Use Equipment	\$0.00	\$4,612.50	\$0.00	\$4,612.50	0.00%	100.00%

Table 48

Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors	
2544 Other Professional Services	\$5,209,558.89	9,558.89 54.68%		
2475 Collection Services	\$3,717,335.43	39.02%	0.00%	
2376 Information Technology Supplies	\$14,524.53	0.15%	0.48%	
2328 Motor Fuel	\$13,921.59	0.15%	0.00%	
2991 Agency Provided Food	\$26,669.28	0.28%	0.00%	

Table 49 shows areas that reflect high expenditures but low or no M/WBE participation for MDHE.

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE WBE

\$15,682.59 + \$93,420.95 = \$109,103.54 or 1.14% of total expenditures.

able 49

Department of Higher Education

Workforce Diversity

As of June 30, 2009, the workforce at the Department of Higher Education consisted of 74 employees. MDHE houses the following divisions or groups:

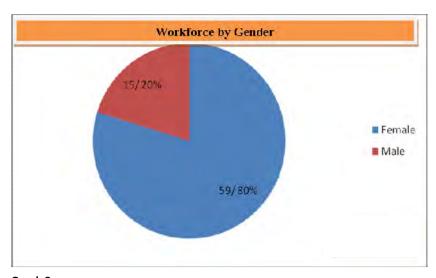
- Academic Affairs
- Contracts and Compliance
- Financial Assistance and Operations

- Fiscal Affairs and Operations
- Missouri Student Loan Group
- Information Technology

Table 50 and Graph 8 show the composition of the workforce at MDHE on June 30, 2009 by race/ethnicity and gender.

			FEMALE (59 Employees)			MALE (15 Employees)					
Department of Higher Education	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Percentages	74	55 <i>74.32%</i>	4 5.41%	0 <i>0.00%</i>	0 0.00%	0 0.00%	13 17.57%	2 2.70%	0 <i>0.00%</i>	0 0.00%	0 0.00%

Table 50



Graph 8

Projections about the pool of qualified minority candidates are based on data from the U.S. Census Bureau about the city in which MDHE is located, Jefferson City, and the surrounding area and on employees within the agency who are considered promotable, transferrable, or trainable for particular positions. These projections are use to estimate the number of qualified persons who are in theory available for hire in each of the MDHE's job classes. Based on those projections MDHE shows underutilization of minorities in the job class for Other Professionals.



Department of Labor and Industrial Relations

Director: Lawrence G. Rebman

The Missouri Department of Labor and Industrial Relations (DOLIR) promotes economic security, safe and healthy workplaces as well as protects wage earners and individuals against discrimination by improving working conditions, enforcing labor and anti-discrimination laws and helping those unemployed, injured on the job and victims of crime. The department is responsible for administering programs that:

- Provide an income contribution for workers to offset the loss of a job because of injury;
- Provide an income contribution for workers to offset the loss of a job because of layoff;
- Determine the appropriate bargaining unit for public employees;
- Regulate wages for public works and construction projects;
- Promote safe working environments;
- Enforce Missouri's anti-discriminatory statutes and protect Missouri citizens in the areas of housing, employment and public accommodation; and
- Investigate allegations of workers' compensation fraud and noncompliance.

Agencies operating within the department are:

- Labor and Industrial Relations Commission
- Division of Labor Standards
- Division of Workers' Compensation

- Division of Employment Security
- The Missouri Commission on Human Rights
- Director and Staff Administration

DOLIR utilizes a centralized purchasing system. An analysis of the divisions' expenditures reveals the following expenses incurred during fiscal year 09:

	МВЕ	WBE	NON-MBE	TOTAL		
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Department of Labor and						
Industrial Relations	\$81,795.22	\$196,343.08	\$1,934,785.40	\$2,212,923.70	3.70%	8.87%

Table 51

DOLIR showed strong MWBE participation in the procurement of goods and services in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES		
					MBE %	WBE %
2250 Office Supplies	\$61,169.03	\$49,707.84	\$330,254.47	\$441,131.34	13.87%	11.27%
2544 Other Professional Services	\$0.00	\$110,865.74	\$230,138.70	\$341.004.44	0.00%	32.51%
2691 Under Threshold Office	\$0.00	\$110,805.74	\$230,136.70	3341,004.44	0.0076	32.31/0
Equipment	\$3,253.02	\$9,261.81	\$2,996.08	\$15,510.91	20.97%	59.71%
2301 Promotional Supplies	\$4,207.41	\$2,990.25	\$3,011.96	\$10,209.62	41.21%	29.29%
2373 Other Specific Supplies	\$3,948.98	\$4,678.31	\$900.98	\$9,528.27	41.44%	49.10%
2505 Professional Court						
Services	\$0.00	\$5,085.25	\$6,892.70	\$11,977.95	0.00%	42.46%

Table 52

Table 53 shows areas that reflect high expenditures but low or no M/WBE participation for DOLIR:

Object Code	Total Expenditures	% of Depart- ment's Total Expenditures	% Spent with MWBE Vendors
2454 Mailing Services	\$454,486.39	20.54%	0.00%
2706 Non-Mainframe Computer Software	\$327,639.34	14.81%	0.00%
2700 Non Mainframe Computer Equipment Over Threshold	\$102,295.85	4.62%	0.00%
2460 Printing and Binding Services	\$85,537.39	3.87%	0.00%

Table 53

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$1,626.42 WBE: \$5,920.30 Total: **\$7,546.72**

The total amount of subcontracting allocation represents .34% of the department's total expenditures.

Department of Labor and Industrial Relations

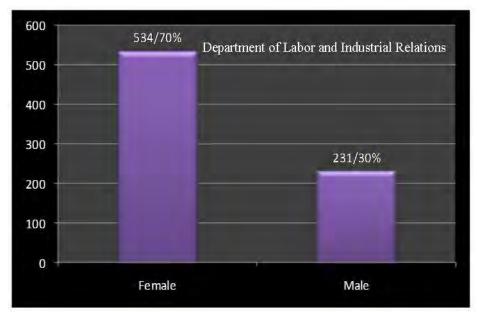
Workforce Diversity

As of June 30, 2009, the workforce at the Department of Labor and Industrial Relations (DOLIR) consisted of 765 employees. DOLIR houses the following divisions and groups:

- Labor and Industrial Relations Commission,
- Division of Labor Standards,
- Division of Workers' Compensation,
- Division of Employment Security,
- The Missouri Commission on Human Rights
- Director and Staff Administration.

Table 54 and Graph 9 show the composition of the workforce at DOLIR on June 30, 2009 by race/ethnicity and gender. DOLIR's objectives are not developed or administered as quotas, nor are administered in a manner which discriminates in hiring, appointing or promoting an individual on the grounds of race, color, religion, sex, or national origin.

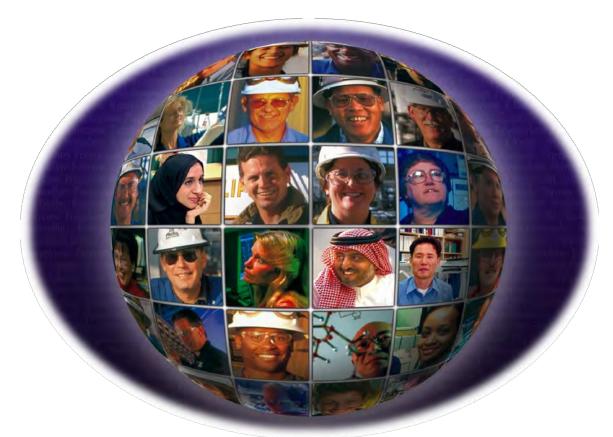
Table 54			FEMAL	E (534 Empl	loyees)			MALE	(231 Employ	vees)	
Division or	Total Employees	White	Black	Hispanic	Asian	Am	White	Black	Hispanic	Asian	Am
Group											Ind
Commission on	34	24	4	0	0	0	2	4	0	0	0
Human Rights											
Division of	486	320	27	3	0	0	124	8	2	1	1
Employment											
Security											
Division of	38	16	0	0	0	0	21	1	0	0	0
Labor Standards	446	00	0	0	4	0	42	2	0	•	
Division of Worker's	146	90	8	0	1	0	43	3	0	0	1
Compensation											
DOLIR Director	47	26	5	0	1	0	13	1	1	0	0
and Staff	7/	20	3	O	_	U	15	_	1	U	U
Labor and	12	7	1	0	0	0	4	0	0	0	0
Industrial		,	-	Ŭ	Ŭ	Ŭ		Ŭ	ŭ	Ŭ	Ŭ
Relations											
Commission											
State Board of	2	1	0	0	0	0	1	0	0	0	0
Mediation											
Total Employees	765	484	45	3	2	0	208	17	3	1	2
Percentages		63.27%	5.88%	0.39%	0.26%	0.00%	27.19%	2.22%	0.39%	0.13%	0.26%



Job Groups	Underutilized Protected Group		
Officials and Administrators	Minority		
Professionals	Minority		
Paraprofessionals	Minority		
Office and Clerical	Minority		

Table 55 - Shows the job groups where underutilization was identified.

Graph 9



CELEBRATE DIVERSITY

Department of Mental Health

Director: Keith Schaefer

The Missouri Department of Mental Health (DMH) is comprised of the following divisions:

- Psychiatric Services
- Division of Retardation
- Division of Alcohol and Drugs plus the administrative services offices.

The procurement system utilized by the agency is decentralized; each division presents their bids to the public or to prospective vendors in different ways. During fiscal year 09 DMH incurred the following expenses:

	MBE	WBE	NON-MBE	TOTAL		
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Department of Mental Health	\$408,454.67	\$225,737.05	\$51,169,255.80	\$51,803,447.52	.79%	.44%

Table 56

DMH showed strong MWBE participation in the procurement of goods and services in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES		
					MBE %	WBE %
2541 Info Technology Consult & Svcs	\$131,056.90	\$0.00	\$13,758.75	\$144,815.65	90.50%	0.00%
2748 Vehicles	\$74,306.86	\$0.00	\$77,593.80	\$151,900.66	48.92%	0.00%
2346 Personal Care Supplies	\$49,583.16	\$2,423.50	\$402,149.29	\$454,155.95	10.92%	0.53%
2469 Temporary Personnel Services	\$15,439.83	\$29,830.59	\$392,204.58	\$437,475.00	3.53%	6.82%
2250 Office Supplies	\$13,995.97	\$48,112.24	\$1,076,095.24	\$1,138,203.45	1.23%	4.23%

Table 57

Table 58 shows areas that reflect high expenditures but low or no M/WBE participation for DMH:

Object Code	Total Expendi- tures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2433 Medical and Dental Services	\$1,496,204.00	2.89%	0.00%
2445 Rehabilitative Services	\$433,595.00	0.84%	0.00%
2328 Motor Fuel	\$423,824.00	0.82%	0.10%
2337 Food & Die- tary Supplies	\$406,596.00	0.78%	0.18%

Table 58

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$ 6, 756.95 WBE: \$22,746.96 Total: **\$29,503.91**

The total amount of subcontracting allocation represents .05% of the department's total expenditures.

Department of Mental Health

Workforce Diversity

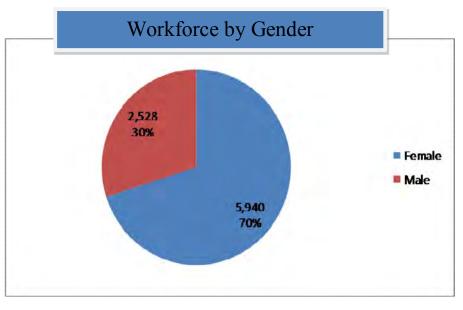
As of June 30, 2009, the workforce at the Department of Mental Health (DMH) consisted of 2,746 employees.

Table 59 and Graph 10 show the composition of the workforce at DMH by race/ethnicity and gender:

Table 37 and Graph 10 sh	1		.E (5,940				-			ployees)	
Division or Group	Total	White	Black	Hich	Asian	Am	White	Black	Hicn	Asian	Λm
Division or Group	Employees	vviiite				Ind	willte	DIACK			Am Ind
Albany Regional Office	34	27	0	0	0	0	7	0	0	0	0
Alcohol and Drug Abuse	83	46	9	0	1	2	22	3	0	0	0
	03	10	J	Ü	-	_		J	Ŭ	Ŭ	Ŭ
Bellefontaine Hab Ct	519	51	306	2	1	0	35	123	0	1	0
Central Missouri Regional Office	62	53	2	0	0	0	6	1	0	0	0
Comp Psychiatric Services	51	30	5	1	1	0	13	1	0	0	0
Cottonwood Res	100	54	8	0	0	0	28	10	0	0	0
Director's Office	107	70	8	0	1	0	27	1	0	0	0
Developmental Disabilities	62	42	0	1	0	1	17	1	0	0	0
Fulton State Hospi	1321	692	81	4	9	4	431	82	2	13	0
Hannibal Regi Off	42	37	1	0	0	0	4	0	0	0	0
Hawthorn Child Psych	258	57	119	3	3	0	32	42	1	1	0
Higginsville Hab Ct	476	332	23	4	7	1	96	11	0	2	0
Joplin Regional Office	42	28	0	0	1	2	9	1	1	0	0
KC Regional Office	106	81	9	1	1	0	9	4	0	1	0
Kirksville Regional Office	34	28	0	0	0	0	6	0	0	0	0
Marshall Hab Center	676	408	37	9	7	0	159	26	16	13	1
Metro St. Louis Psy Ctr	363	59	174	2	6	0	38	76	1	5	2
Mid-MO MHC	14	9	0	1	2	0	2	2	0	0	0
Nevada Hab Ctr	274	210	1	1	1	0	60	0	0	1	0
NW MO Psych Rehab Ctr	353	246	15	3	4	0	75	6	1	2	1
Office of Administration	45	32	0	0	0	1	12	0	0	0	0
Poplar Bluff Regional Office	41	28	2	0	0	0	11	0	0	0	0
Rolla Regional Office	51	43	0	0	0	0	8	0	0	0	0
SEMO MHC	968	630	6	6	12	3	303	2	0	6	0
SEMO Residential Services	202	119	33	2	0	1	34	13	0	0	0
Sikeston Regional Office	38	30	3	0	0	0	5	0	0	0	0
Southwest MOPRC	99	70	1	1	3	0	24	0	0	0	0
Springfield Region	47	36	2	0	0	0	8	1	0	0	0
St. Louis Dev Disab	675	96	407	0	3	0	32	134	0	3	0
St. Louis Psy Rehab	559	108	276	1	7	0	55	107	0	5	0
St. Louis Regi Off	267	162	60	1	2	0	31	9	1	1	0
West MO MHC	499	126	167	7	8	0	83	95	2	9	2
Total Employees	8,467	4040	1755	50	80	15	1,682	751	25	63	6
Percentages		47.71%	20.73%	0.59%	0.94%	0.18%	19.87%	8.87%	0.30%	0.74%	0.07%

Table 59

Job Groups	Underutilized
	Protected Group
101 Officials/Administrators	Minority
103 Managers/Specialized Training	Female
104 Other Managers	Female and Minority
205 Medical/Health Related	Female
206 Teachers/Counselors	Female and Minority
303 Other Technicians	Minority
501 Paraprofessionals	Female
602 Clerical Support/Non-Keyboard	Female
701 Skilled Craft Workers	Female and Minority
803 Transportation Occupations	Female
804 Laborers	Female



Graph 10

Table 60 shows the job groups where underutilization was identified.







Department of Social Services

Director: Ronald J. Levy

The Missouri Department of Social Services (DSS) core functions include child protection and permanency, access to quality health care, youth rehabilitation, and maintaining and strengthening families. DSS accomplishes these functions through the following divisions:

- Office of the Director
- Children's Division
- Family Support Division
- MO Health Net Division

- Division of Youth Services
- Division of Finance and Administration
- Division of Legal Services

This "umbrella" structure combines the efforts of related agencies and promotes a cooperative approach toward delivering social programs to Missourians in need. During Fiscal Year 2009, DSS incurred the following expenditures:

	MBE EXPENDITURES	WBE EXPENDITURES	NON-MBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
Department of Social Services	\$4,087,831.18	\$2,024,583.25	\$164,102,545.23	\$170,214,959.66	2.40%	1.19%

Table 61

DSS showed strong MWBE participation in the procurement of goods and services in the following categories:

	MBE	WBE	Non-MWBE	TOTAL		
OBJECT CODES	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
2541 Info Technology Consult & Svcs	\$2,036,800.68	\$0.00	\$4,075,286.93	\$6,112,087.61	33.32%	0.00%
2748 Vehicles	\$133,465.44	\$0.00	\$515,373.15	\$648,838.59	20.57%	0.00%
2250 Office Supplies	\$265,848.86	\$76,849.68	\$1,854,029.11	\$2,196,727.65	12.10%	3.50%
2427 Laboratory Services	\$0.00	\$1,087,747.70	\$72,487.00	\$1,160,234.70	0.00%	93.75%
2469 Temporary Personnel Services	\$0.00	\$86,326.14	\$28,633.10	\$114,959.24	0.00%	75.09%

Table 62

The table below shows areas that reflect high expenditures but low or no M/WBE participation for DSS:

Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors	
2451 Other Health Services	\$42,775,893.71	25.13%	0.00%	
2544 Other Professional Services	\$77,012,257.27	45.24%	0.24%	
2514 Program Consultant Services	\$14,456,406.21	8.49%	0.31%	
2433 Medical and Dental Services	\$6,099,001.13	3.58%	0.07%	
3251 Contribution Refunds	\$5,817,550.00	3.42%	0.00%	

Table 63

Through purchases in contracts that have MWBE Participation established, DSS obtained subcontracting allocation in the following amounts:

MBE: \$1,484,304.17 WBE: \$13,350,936.50 Total: **\$14,835,240.67**

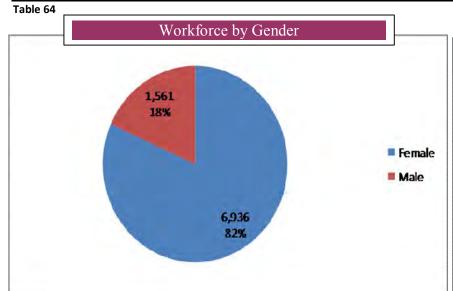
The total amount of subcontracting allocation represents 8.71% of the department's total expenditures.

Department of Social Services

Workforce Diversity

As of June 30, 2009, the workforce at the Department of Social Services (DSS) consisted of 2,746 employees. Table 64 and Graph 11 show the composition of the workforce at DMH by race/ethnicity and gender:

		FEMALE (6,936 Employees)					MALE	(1,561 Emp	loyees)		
Department of	Total	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Social Services	Employees										
Total	8,497	5,603	1,216	67	23	27	1,239	299	9	8	6
Employees											
Percentages		65.94%	14.31%	0.79%	0.27%	0.32%	14.58%	3.52%	0.11%	0.09%	0.07%



W.S. Caracian	Underutilized Pro-
Job Groups	tected Group
101 Officials and Administra- tors	Female and Minority
103 Managers/Specialized Training	Minority
104 Other Managers	Minority
202 Auditors and Accountants	Minority
204 Other Professionals	Minority
205 Medical/Health Related	Minority
206 Teachers/Counselors	Female and Minority
213 Attorneys/Hearing Officers	Female
216 Purchasing Agents/Buyers	Minority
303 Other Technician	Minority
501 Paraprofessionals	Female
801 Food Preparation	Minority

Table 27 - DSS performed an analysis of its workforce and found underutilization on the job groups mentioned above.

Graph 11



Department of Insurance, Financial Institutions, and Professional Registrations

Director: John M. Huff

The Department of Insurance, Financial Institutions, and Professional Registrations (DIFP) regulates the insurance industry in Missouri and provides consumer protection to the insurance-buying public without federal regulation. DIFP is comprised of the following divisions:

- Division of Insurance Market and Company Regulation
- Division of Finance

- Division of Credit Unions
- Division of Professional Registration

DIFP has a centralized purchasing system. An analysis of the department's expenditures reveals the following expenses incurred during fiscal year 09:

	MBE	WBE	NON-MBE	TOTAL		
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Department of Insurance, Financial						
Institutions, and Professional						
Registrations	\$158,571.61	\$126,659.98	\$2,638,049.97	\$2,923,281.56	5.42%	4.33%

Table 66

DIFP showed strong MWBE participation in the procurement of goods and services in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
2541 Info Technology Consult & Svcs	\$547,111.68	\$0.00	\$1,669,389.00	\$2,216,500.68	24.68%	0.00%
2748 Vehicles	\$139,687.80	\$0.00	\$0.00	\$139,687.80	100.00%	0.00%
2250 Office Supplies	\$11,611.96	\$2,875.88	\$193,945.48	\$208,433.32	5.57%	1.38%
2505 Professional Court Services	\$0.00	\$89,555.45	\$76,607.17	\$166,162.62	0.00%	53.90%
2454 Mailing Services	\$1,620.00	\$11,052.59	\$3,062.10	\$15,734.69	10.30%	70.24%

Table 67

Table 68 shows areas that reflect high expenditures but low or no M/WBE participation for DOC:

Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2502 Attorney Services	\$981,491.47	33.57%	0.00%
2544 Other Pro- fessional Ser- vices	\$441,675.78	15.11%	0.62%
2503 Attorney & Settlement Pay- ments	\$102,109.36	3.49%	0.00%
2118 Out-of-State Comm Trans- Travel Agy	\$105,708.42	3.62%	0.00%

Table 68

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$2,653.17 WBE: \$1,993.17 Total: **\$4,646.34**

The total amount of subcontracting allocation represents .16% of the department's total expenditures.

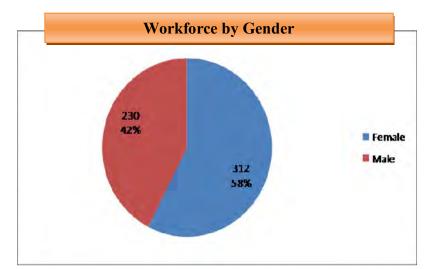
Department of Insurance, Financial Institutions, and Professional Registrations Workforce Diversity

As of June 30, 2009, the workforce at the Department of Insurance, Financial Institutions, and Professional Registrations (DIFP) consisted of 542 employees within their divisions.

Table 69 and Graph 12 show the composition of the workforce by race/ethnicity and gender:

	FEMALE (312 Employees)					·	MALE	(230 Emp l	loyees)		
Division	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Credit Unions	15	6	1	0	0	0	8	0	0	0	0
Finance	95	38	2	0	0	0	53	2	0	0	0
Insurance	181	94	1	0	0	0	79	5	0	1	1
Professional	251	161	9	0	0	0	76	4	0	1	0
Registration											
Total	542	299	13	0	0	0	216	11	0	2	1
Employees Percentages		55.17%	2.40%	0.00%	0.00%	0.00%	39.85%	2.03%	0.00%	0.37%	0.18%

Table 69



Graph 12

<u>Job Groups</u>	Underutilized Protected Group		
103 Managers/Specialized Training	Female and Minority		
104 Other Managers	Minority		
202 Auditors and Accountants	Minority		
204 Other Professionals	Female		
205 Medical/Health Related	Female and Minority		
214 Financial Examiners	Female and Minority		
215 Market Conduct Examiners	Female		
303 Other Technicians	Minority		
601 Clerical Support/Keyboard	Minority		
602 Clerical Support/Non-keyboard	Female		

Table 70 - Underutilization of minorities and or female was found in the above job groups.

Department of Public Safety

Director: John M. Britt

The Department of Public Safety (DPS) is comprised of ten divisions. DPS coordinates statewide law enforcement, criminal justice and public safety efforts to ensure a safe environment for Missourians. The department's mission is to provide a safe and secure environment for all individuals through efficient and effective law enforcement, national defense, disaster preparedness, service to veterans and education.

DPS utilizes a decentralized purchasing system; due to this fact the expenditures incurred during Fiscal Year 09 are shown

by division:

	MBE EXPENDITURES	WBE EXPENDITURES	NON-MWBE EXPENDITURES	TOTAL SPENT	MBE %	WBE %
Office of the Director	\$20,081.60	\$16,886.66	\$1,413,613.16	\$1,450,581.42	1.38%	1.16%
Division of Fire Safety	\$32,117.45	\$6,892.75	\$412,401.35	\$451,411.55	7.11%	1.53%
Office of Capitol Police	\$1,308.53	\$20,383.05	\$61,669.66	\$83,361.24	1.57%	24.45%
Division of Alcohol & Tobacco Control	\$11,041.62	\$1,758.58	\$143,953.98	\$156,754.18	7.04%	1.12%
Missouri State Water Patrol	\$10,730.70	\$11,913.02	\$2,320,961.72	\$2,343,605.44	0.46%	0.51%
Missouri Gaming Commission	\$257,498.51	\$6,239.63	\$459,738.11	\$723,476.25	35.59%	0.86%
Office of the Adjutant General	\$701,937.62	\$59,273.08	\$5,966,654.22	\$6,727,864.92	10.43%	0.88%
State Emergency Management Agency	\$92,877.95	\$74,601.07	\$9,885,254.52	\$10,052,733.54	0.92%	0.74%
Missouri Veterans Commission	\$120,796.27	\$186,103.54	\$19,111,426.38	\$19,418,326.19	0.62%	0.96%
Missouri State Highway Patrol	\$4,314,640.32	\$892,311.51	\$29,280,394.21	\$34,487,346.04	12.51%	2.59%
Subcontracting Allocation	\$194,919.25	\$180,285.19	(\$375,204.44)			
UMB Bank Payments (P-Card)	\$51,634.68	\$151,531.17	(\$203,165.85)	_		
DEPARTMENT TOTALS	\$5,809,584.50	\$1,608,179.25	\$68,477,697.02	\$75,895,460.77	7.65%	2.12%

Table 71

DPS procured goods and services, showing strong MWBE participation in the following categories:

of 5 product goods and services, showing strong in wall participation in the following categories.									
OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non -MBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %			
2700 Non Mainframe Computer									
Equipment Over Threshold	\$1,619,553.87	\$0.00	\$498,905.61	\$2,118,459.48	76.45%	0.00%			
2685 Under Threshold- Computer Equipment	\$955,571.05	\$0.00	\$94,457.73	\$1,050,028.78	91.00%	0.00%			
2686 Under Threshold- Non Mf Comp Software	\$658,851.01	\$4,023.33	\$365,866.37	\$1,028,740.71	64.04%	0.39%			
2271 Uniforms & Clothing	\$0.00	\$374,564.61	\$199,762.67	\$574,327.28	0.00%	65.22%			
2481 Food Services	\$300.00	\$129,475.76	\$84,428.75	\$214,204.51	0.14%	60.44%			
2541Info Technology Consult & Serv	\$309,749.50	\$110,687.74	\$962,492.67	\$1,382,929.91	22.40%	8.00%			

Table 72

The table below shows areas that reflect high expenditures but low or no M/WBE participation for DPS:

Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2544 Other Professional Services	\$9,704,732.15	12.79%	0.47%
2748 Vehicles	\$8,199,102.33	10.80%	0.75%
2289 Pharmaceutical Drugs	\$7,207,253.72	9.50%	0.00%
2337 Food & Dietary Supplies	\$4,338,039.13	5.72%	0.00%
2721 Electronic Equipment	\$3,862,779.62	5.09%	0.22%

The subcontracting allocation obtained by DPS amounts to \$375,204.44, this amount makes up 0.49% of total expenditures.

Table 73

Department of Public Safety

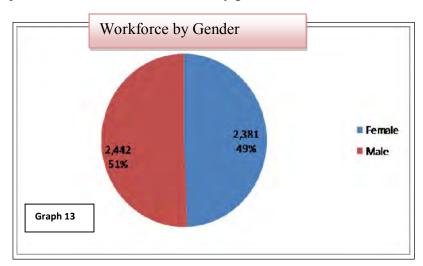
Workforce Diversity

The Department of Public Safety's Workforce as of June 30, 2009 consisted of 4,823 employees, located in various cities in Missouri. Table 74 shows the composition of the workforce at DMH by race/ethnicity:

			FEMALE (2,381 Employees)				MALE (2,442 Employees)				
Division	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Office of the Director	49	28	2	0	0	0	16	3	0	0	0
Division of Fire Safety	67	17	0	0	0	0	49	1	0	0	0
Office of Capitol Police	36	8	0	0	0	0	25	3	0	0	0
Division of Alcohol &	55	19	1	0	0	0	32	3	0	0	0
Tobacco Control											
Missouri State Water Patrol	122	23	1	0	0	0	98	0	0	0	0
Missouri Gaming Commission	104	59	2	0	1	0	40	2	0	0	0
Office of the Adjutant General	380	88	1	0	0	1	264	21	3	1	1
State Emergency Management Agency	87	36	1	0	0	0	49	0	0	0	1
Missouri Veterans Commission											
Central Office Administration	27	18	0	0	0	0	8	1	0	0	0
Service to Veterans Program	53	15	6	0	0	0	30	2	0	0	0
Cameron Veterans Home	230	204	1	2	2	0	21	0	0	0	0
Cape Girardeau Veterans Home	171	135	13	1	0	1	19	2	0	0	0
Mexico Veterans Home	177	150	5	0	1	1	20	0	0	0	0
Mt. Vernon Veterans Home	234	194	0	4	2	4	30	0	0	0	0
St. James Veteran Home	182	158	0	1	4	0	19	0	0	0	0
St. Louis Veteran Home	342	49	234	0	0	0	19	40	0	0	0
Warrensburg Veterans Home	230	176	10	2	8	0	29	3	2	0	0
Bloomfield Veterans Cemetery	7	1	0	0	0	0	6	0	0	0	0
Ft. Leonard Wood Veterans Cemetery	3	2	0		0	0	1	0	0	0	0
Higginsville Veterans Cemetery	7	1	0	0	0	0	6	0	0	0	0
Jacksonville Veterans	6	1	0	0	0	0	5	0	0	0	0
Cemetery											
Springfield Veterans	9	2	0	0	0	0	7	0	0	0	0
Cemetery											
Missouri State Highway	2,299	639	39	4	3	0	1,474	50	10	8	18
Patrol											
Total Employees	4,823	2,023	316	14	21	7	2,267	131	15	9	20
Percentages		41.94%	6.55%	0.29%	0.44%	0.15%	47.00%	2.72%	0.31%	0.19%	0.41%

Table 74

Graph 13 shows the workforce at DPS by gender:



*Divisions used in Table 75:

- 1. Office of the Director
- 2. Division of Fire Safety
- 3. Office of Capitol Police
- 4. Division of Alcohol & Tobacco Control
- 5. Missouri State Water Patrol
- 6. Missouri Gaming Commission
- 7. Office of the Adjutant General8. State Emergency Management Agency
- 9. Missouri State Highway Patrol

*Divisions used in Table 76:

- 1. Cameron Veterans Home
- 2. Cape Girardeau Veterans Home
- 3. Mexico Veterans Home
- 4. Mt. Vernon Veterans Home
- 5. St. James Veteran Home6. St. Louis Veteran Home
- 7. Warrensburg Veterans Home

Table 75

Underutilization	Underutilization by Job Groups and Divisions at DPS											
Job Groups	<u>1</u> *	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>			
Other Professionals	Female and Minority					Female		Female and Minority	Minority			
Other Technicians			Minority			Female and Minority		Female and Minority	Minority			
Protective Services		Female and Minority		Female and Minority	Female and Minority		Female		Female			
Skilled Craft Workers		Female and Minority										
Clerical Support/Keyboard				Minority		Minority			Minority			
Computer Professionals						Minority						
Service and Maintenance									Minority			

Table 76

Under	utilization by	Job Groups a	and locations	at Missouri \	Veterans Con	nmission	
Job Groups	<u>1</u> *	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>
Social Service Workers	Minority						
Health	Minority		Minority			Female	
Paraprofessionals	Minority	Minority	Minority		Minority		
Cleaning and Building Services	Minority	Minority		Minority			Minority
Clerical Support/Non Keyboard		Female				Female	
Medical/Health Related			Minority			Female	Minority
Food Preparation				Minority			

Department of Health and Senior Services

Director: Margaret T. Donnelly

The Department of Health and Senior Services (DHSS) serves the citizens of Missouri by working to improve the health and quality of life for Missourians all ages. DHSS carries out the above mentioned duties through the following divisions:

- Office of the Director
- Division of Administration
- Division of Community and Public Health
- Division of Regulation and Licensure
- Division of Senior and Disability Services

- Center for Emergency Response and Terrorism
- State Public Health Laboratory
- Office of Minority Health
- Missouri Health Facilities Review Committee (MHFRC)

DHSS utilizes a centralized purchasing system. The following table shows the expenditures that DHSS incurred during fiscal year 2009:

	MBE	WBE	NON-MBE	TOTAL			
	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %	
Department of Health and							
Senior Services	\$1,295,596.18	\$751,735.62	\$50,994,805.64	\$53,042,137.44	2.44%	1.42%	

Table 77

DHSS procured goods and services, showing strong MWBE participation in the following categories:

OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES		
					MBE %	WBE %
2541 Info Technology Consult & Svcs	\$547,111.68	\$0.00	\$1,669,389.00	\$2,216,500.68	24.68%	0.00%
2748 Vehicles	\$300,297.24	\$0.00	\$204,159.62	\$504,456.86	59.53%	0.00%
2250 Office Supplies	\$121,884.85	\$74,187.39	\$631,392.10	\$827,464.34	14.73%	8.97%
2583 Computer Software Maintenance, Licenses & Subscriptions	\$55,000.00	\$0.00	\$23,803.01	\$78,803.01	69.79%	0.00%
2514 Program Consultant Services	\$0.00	\$165,512.63	\$272,576.85	\$438,089.48	0.00%	37.78%

Table 78

Table 79 shows areas that reflect high expenditures but low or no M/WBE participation for DHSS:

Object Code	Total Expendi- tures	% of Department's Total Expenditures	% Spent with MWBE Vendors		
2451 Other Health Services	\$26,140,083.40	49.28%	0.33%		
2433 Medical and Dental Supplies	\$4,596,891.88	8.67%	0.00%		
2280 Laboratory Supplies	\$4,566,751.56	8.61%	0.00%		
2430 Educational Health Services	\$3,603,759.92	6.79%	0.00%		

Table 79

Through purchases in contracts that have MWBE Participation established, DHSS obtained subcontracting allocation in the following amounts:

MBE: \$111,943.14 WBE: \$154,453.56 Total: **\$266,396.70**

The total amount of subcontracting allocation represents .50% of the department's total

expenditures.

Department of Health and Senior Services

Workforce Diversity

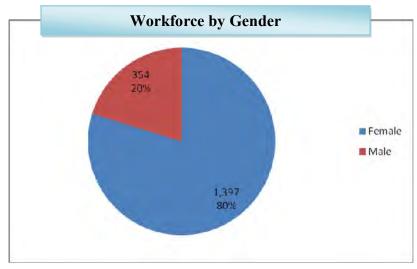
The Missouri Department of Health and Senior Services employed 1,751 full time employees statewide as of June 30, 2009 in the following divisions:

- Office of the Director
- Division of Administration
- Division of Community and Public Health
- Division of Regulation and Licensure
- Division of Senior and Disability Service
- Center for Emergency Response and Terrorism
- State Public Health Laboratory
- Office of Minority Health
- Missouri Health Facilities Review Committee (MHFRC)

Table 80 and Graph 14 show the composition of the workforce by race/ethnicity and gender:

FEMALE (1,397 Employees)								MALE (354 Employees)			
Department of Health and Senior Services	Total Employees	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
Total Employees Percentages	1,751	1,243 70.99%	127 7.25%	10 0.57%	12 0.69%	5 0.29%	312 17.82%	30 1.71%	2 0.11%	8 0.46%	2 0.11%

Table 80



Graph 13

Job Groups	<u>Underutilized</u> Protected Group
102 Managers/Administrators	Minority
103 Managers/Specialized Training	Minority
104 Other Managers	Female and Minor- ity
201 Social Sciences	Minority
202 Auditors and Accountants	Minority
204 Other Professionals	Minority
205 Medical/Health Related	Minority
209 Natural Scientists	Female and Minor- ity
601 Clerical Support/Keyboard	Minority
602 Clerical Support/Non-Keyboard	Minority

Table 81 - Underutilization of minorities and or female was found in the job groups mentioned above.

Department of Conservation

Director: John D. Hoskins

The mission of the Missouri Department of Conservation (MDC) is to protect and manage the fish, forest and wildlife resources of the state; to serve the public and facilitate participation in resource management activities; and to provide opportunity for all citizens to use, enjoy and learn about fish, forest and wildlife resources. MDC houses the following divisions or groups:

- Administration Services
- Design and Development
- Fisheries
- Forestry
- Human Resources

- Outreach and Education
- Private Land Services
- Protection
- Resource Science
- Wildlife

In order to carry out their mission the department uses a decentralized purchasing system throughout the 10 divisions that make MDC. During Fiscal Year 2009 the following expenditures were incurred by MDC:

		MBE	WBE	NON-MBE	TOTAL		
		EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Ī	Department of Conservation	\$1,815,858.02	\$438,536.33	\$29,767,489.49	\$32,021,883.84	5.67%	1.37%

Table 82

DMC showed strong MWBE participation in the procurement of goods and services in the following categories:

	MBE	WBE	Non-MWBE	TOTAL			
OBJECT CODES	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %	
2700 Non Mainframe Computer Equipment							
Over Threshold	\$387,589.52	\$0.00	\$3,500.00	\$391,089.52	99.11%	0.00%	
2685 Under Threshold -Computer							
Equipment	\$323,766.45	\$0.00	\$8,762.50	\$332,528.95	97.36%	0.00%	
2541 Info Technology Consult & Svcs	\$312,690.06	\$0.00	\$562,367.82	\$875,057.88	35.73%	0.00%	
2454 Mailing Services	\$0.00	\$58,362.36	\$124,192.19	\$182,554.55	0.00%	31.97%	
2472 Security Services	\$1,440.00	\$51,136.22	\$102,977.45	\$155,553.67	0.93%	32.87%	
2301 Promotional Supplies	\$38,851.95	\$23,128.03	\$206,302.81	\$268,282.79	14.48%	8.62%	

Table 83

Table 84 shows areas that reflect high expenditures but low or no M/WBE participation for DMH:

Object Code	Total Expenditures	% of Department's Total Expenditures	% Spent with MWBE Vendors
2328 Motor Fuel	\$4,411,456.22	13.78%	0.00%
2310 Building Repair Supplies	\$1,392,573.68	4.35%	0.02%
2373 Other Specific Use Supplies	\$1,181,722.10	3.69%	0.25%
2256 Printing & Binding Supplies	\$1,071,481.17	3.35%	0.00%
2352 Agricult/Grounds Supplies	\$2,283,647.01	7.13%	0.00%

Table 84

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

MBE: \$18,511.84 WBE: <u>\$10,334.13</u> Total: **\$28,845.97**

The total amount of subcontracting allocation represents .09% of the department's total expenditures.

MDC, Design and Development Division awards construction contracts. During FY 09 the participation of MWBE vendors stated at the time of contract award is shown on table 85:

	MBE STATED	WBE STATED	NON-MBE	TOTAL			
	PARTICIPATION	PARTICIPATION	PARTICIPATION	AWARDS	MBE %	WBE %	
Department of Conservation (Construction)	\$537,377.88	\$721,044.42	\$5,778,590.65	\$7,037,012.95	7.63%	10.24%	

Table 85 Actual payments to MWBE vendors are not currently tracked for MDC Construction Contracts.

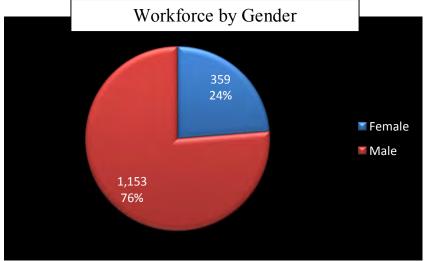
Department of Conservation

Workforce Diversity

As of June 30, 2009, the workforce at the Department of Conservation (MDC) consisted of 1,512 employees. Table 86 and Graph 15 show the composition of the workforce at MDC by race/ethnicity and gender:

Table 1			FEMA	.E (359 Em _l		MALE (1,153 Empl	loyees)			
Division	Total	White	Black	Hispanic	Asian	Am Ind	White	Black	Hispanic	Asian	Am Ind
	Employees										
Administration	27	14					13				
Administrative	134	41	2		1		84	4		1	1
Services											
Design and	170	9	1				148	7	1		4
Development											
Fisheries	173	36		1	1		132	2	1		
Forestry	221	42	1				174	3		1	
Human Resources	23	17	3				2	1			
Outreach and	168	87	4			1	71	3	1	1	
Education											
Private Land	89	18					70	1			
Services											
Protection	208	20	1				180	6	1		
Resource Science	106	30	2	1	2		69	2			
Wildlife	193	23	1				166	3			
Total Employees	1,512	337	15	2	4	1	1,109	32	4	3	5
Percentages	· ·	22.29%	0.99%	0.13%	0.26%	0.07%	73.35%	2.12%	0.26%	0.20%	0.33%

Table 86



Graph 14

Job Groups	<u>Underutilized Protected</u> <u>Group</u>
102B Managers-Mid	Female
202 Science Professionals-Mid	Female and Minority
302 Tech/Eng/Science	Female and Minority
402 Protective Services	Female and Minority
502 Paraprofessionals	Female
802B Service/Maintenance- Entry	Minority

Table 87 - The above job groups show underutilization for women and/or minorities at MDC.

Department of Transportation

Director: Pete Rahn

The Missouri Department of Transportation (MoDOT), under the guidance of the Missouri Highways and Transportation Commission, is committed to providing the public with a safe and modern transportation system. MoDOT is responsible for maintaining 32,800 miles of highways and 10,224 bridges throughout the state.

In addition to designing, building and maintaining roads and bridges, MoDOT works to improve airports, river ports, railroads, public transit systems and pedestrian and bicycle travel. The agency also administers motor carrier and highway safety programs. MoDOT has ten districts statewide, a Central Office in Jefferson City, which houses the following division:

- Director
- > Audits & Investigations
- Bridge
- Chief Counsel
- Commission Secretary
- **Community Relations**
- > Controller
- Design
- **Employee Benefits**
- > General Services
- **➢** Governmental Relations
- Highway Safety

- > Human Resources
- > Information Systems
- Maintenance
- Motor Carrier Services
- > Multimodal Operations
- > Organizational Results
- Resource Management
- Right of Way
- > Risk Management
- > Traffic
- > Transportation Planning
- Equal Opportunity & Diversity

During Fiscal Year 2009 MoDOT incurred the following expenditures:

	MBE	WBE	Non-MWBE	TOTAL		
Department	EXPENDITURES	EXPENDITURES	EXPENDITURES	EXPENDITURES	MBE %	WBE %
Transportation	\$14,723,551.79	\$3,046,746.14	\$348,085,046.61	\$365,855,344.54	4.02%	0.83%

Table 88

MoDOT showed strong MWBE participation in the procurement of goods and services in the following categories:

			_			
OBJECT CODES	MBE EXPENDITURES	WBE EXPENDITURES	Non-MWBE EXPENDITURES	TOTAL EXPENDITURES	MBE %	WBE %
2700 Non Mainframe Computer Equipment						
Over Threshold	\$4,127,265.31	\$0.00	\$599,965.30	\$4,727,230.61	87.31%	0.00%
2541 Info Technology Consult & Svcs	\$3,710,376.99	\$33,177.00	\$5,527,851.34	\$9,271,405.33	40.02%	0.36%
2583 Computer Software Maintenance, Licenses & Subscriptions	\$3,577,025.60	\$633,142.20	\$4,937,984.33	\$9,148,152.13	39.10%	6.92%
2686 Under Threshold-Non MF Com Software	\$638,147.61	\$2,256.60	\$132,960.54	\$773,364.75	82.52%	0.29%
2376 Information Technology Supplies						
	\$530,763.46	\$17,901.84	\$1,980,835.87	\$2,529,501.17	20.98%	0.71%
2580 Computer Hardware Repair and Maintenance	\$217,493.78	\$362,461.19	\$789,188.51	\$1,369,143.48	15.89%	26.47%

Table 89

Table 90 shows areas that reflect high expenditures but low or no M/WBE participation for MoDOT:

Object Code	Total Expendi- tures	% of Department's Total Expendi- tures	% Spent with MWBE Vendors
2331 Other Repair & Maint Supplies	\$114,781,483.06	31.37%	0.36%
2544 Other Professional Services	\$73,193,959.08	20.01%	1.29%
2328 Motor Fuel	\$23,932,091.67	6.54%	0.00%
2748 Vehicles	\$15,106,396.94	4.13%	0.00%
2325 Vehicle Repair Supplies	\$10,315,784.03	2.82%	0.10%

Table 90

Graph 15

Through purchases in contracts that have MWBE Participation established, DED obtained subcontracting allocation in the following amounts:

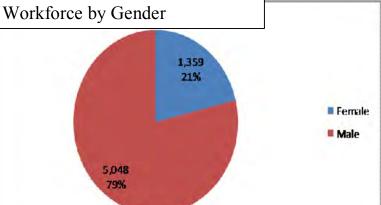
MBE: \$223,193.34 WBE: \$18,245.15 Total: **\$241,438.49**

The total amount of subcontracting

allocation represents .07% of the department's total expenditures.

Workforce Diversity

Missouri Department of Transportation



As of June 30, 2009, the workforce at the Missouri Department of Transportation (MoDOT) consisted of 6,424 employees. Table 91 and Graph 16 show the composition of the workforce at MoDOT by race/ethnicity and gender. Table 92 shows the job groups where underutilization has been found.

			FEI	MALE (1,359	Employ	ees)			٨	1ALE (5,048	Employe	es)	
Division		White	Black	Hispanic	Asian	Am	Two+	White	Black	Hispanic	Asian	Am	Two+
						Ind						Ind	
Central Office	1110	455	35	3	7	2	3	561	24	6	5	5	4
District 1	429	49	2	2	1	0	5	351	4	3	0	7	5
District 2	426	50	1	0	0	0	1	364	6	1	0	1	2
District 3	399	69	1	0	0	1	0	309	15	0	0	4	0
District 4	768	121	30	4	3	3	2	508	72	9	3	9	4
District 5	503	63	5	0	0	0	0	411	9	6	1	7	1
District 6	888	135	20	1	5	0	0	623	85	7	2	9	1
District 7	429	56	0	0	0	4	3	332	4	6	1	16	7
District 8	506	70	1	1	0	6	0	406	5	5	1	9	2
District 9	454	64	0	1	0	3	1	353	2	3	2	24	1
District 10	512	64	6	0	0	0	0	404	34	1	1	2	0
Total	6,424	1,196	101	12	16	19	15	4,622	260	47	16	93	27
Employees													
Percentages		18.62%	1.57%	0.19%	0.25%	1.59%	14.85%	71.95%	4.05%	0.73%	0.25%	7.78%	0.42%

Table 91

			Underuti	lization by	Job Grou	ıps, Divisi	ions and I	Districts a	t MoDOT				
Job Groups	District 1	District 2	District 3	District 4	District 5	District 6	O strot 7	District 8	District 9	District 10	System Facilitation	System Delivery	ORG Suppor
102 Manager	Female		Female						Fernale		Minority	Female and Minority	
104 Other Manag- ers	Minority		Female and Minority		Minority		Female	Female	Female	Female	Minority	Female	
204 Professional- Adm	Female and Minority				Minority	Minority			Female			Female	Minority
207 Civil Engineers	Female		Minority		Minority	Minority	Female		Minority	Female and Minority		Minority	
217 Professional- Technical				Female								Female and Minority	
303 Technicians		Female and Minority			Female		Minority	Minority				Female and Minority	Female
501 Paraprofessio-				Minority					Minority	Female	Minority		
601 Office/Clerical												Minority	
701 Skilled Crafts	Female and Minority	Female and Minority	Female and Minority	Female and Minority	Female	Female	Female		Female	Female and Minority	Female	Female and Minority	
804 Service & Main- tenance	Female	Female and Minority		Minority	Female and Minority			Minority				Female	

Table 92 shows the Underutilization by job Groups, Divisions and Districts.





Departmental Guidance FY 2010



Recommendations 2010

The Office of Supplier and Workforce Diversity (OSWD) is concerned with ensuring that all minority and women owned businesses have the same opportunities to compete for contracts to supply of goods and services as other qualified suppliers in the State of Missouri. We believe that by broadening our supplier base we will gain access to new ideas and increase competition. This will better serve our agencies, the communities we serve and work.

During Fiscal Year 09, OSWD diligently worked with each one of the agencies to strive to meet the goals established by Executive Order 05-30. In doing so, OSWD found that there are barriers to overcome to allow a more stable ground for Minority or Women Business Enterprises to enter into the procurement process at the State of Missouri:

- Mandatory State Contracts. These types of contracts are commonly awarded to non M/WBE vendors; they also restrict the discretion that the agencies have to utilize an M/WBE vendor. It is recommended M/WBE subcontracting be a part of the contracts, and that statewide and/or large contracts be unbundled to allow competition among bidders. It is understandable that the reasoning behind awarding a mandatory state contract is the benefit of the savings that the agencies will encounter.
- Management Involvement. If the Department Director is directly involved and interested in reaching the M/WBE participation goals, the agency staff will also strive to reach those goals. An internal supplier diversity program will only succeed if everyone in the organization is prepared to give time and resources to it, this type of commitment must start with senior management and then trickle down to all personnel involved in the procurement process.
- **Training** is essential to have a successful internal supplier diversity program. Once staff understands the benefits of having a diverse pool of suppliers, any barriers to the program can be removed more easily. The training program should focus on the aims, structure and benefits of supplier diversity and explain how procurement policies and practices can unwittingly discriminate against minority and women business enterprises.
- **Revision of policies and Procedures.** The organization should be in a position to consider new procurement policies and procedures. The objective should be to:
 - Simplify the process for awarding contracts
 - Clarify how the agency intends to encourage more minority and women business enterprises to bid for contracts.
 - Encourage existing suppliers and contractors to use minority and women business enterprises.
 - Identify the type of goods and services that can be obtained from minority and women business enterprises

The State of Missouri employs a workforce of 52,721 individuals, with a composition of 85.75% white and 14.16% minorities. According to the 2000 Census the composition of the population in the State of Missouri is 84.90% and represent a white population and 15.10% represent minority groups or of Hispanic origin regardless of race and individuals that have been identified to belong to two or more races. In matters of employment that State of Missouri is clear: we follow the law. In order to increase the number of qualified minorities in our applicant pool, OSWD recommends:

- An evaluation of the Ease application system to see how accessible it is to minority groups and the rate of
 minority applicants that actually use it to apply for a job at the State of Missouri.
- The creation of an outreach and recruitment program geared towards minorities and women.
- The creation of a Management Internship Program that promotes career paths for potential minority and women managers
- Adding diversity as an issue in all executive departmental strategic plans.
- Creating partnerships with ethnic base organizations such as National Society of Black Engineers, Hispanic MBA organization, Hispanic Association of Accountants, etc.
- Advertising in minority driven venues such as newspapers, or large internet sites like Monster.com, Yahoo!Hotjobs, etc.

FY 2010 Key Policy Initiatives

Laying the Groundwork for Funding Appropriation for a Disparity Study

BACKGROUND

In 1994, the State of Missouri Legislature appropriated funds through the Department of Economic Development to conduct a Disparity Study, which provides an agency with the evidence, in accordance with current case law, to determine whether or not, and to what extent, remedial programs for racial or gender discrimination are appropriate. A disparity study will determine if an agency has up-to-date facts for existing and future efforts to increase the use of minority- and women-owned businesses.

The main objective of the 1994 disparity study was to determine the utilization of MWBEs in contracts and awards by the State. The consultant was directed to determine whether any barriers to equal contracting opportunities existed that were the product of discriminatory practices in the marketplace in which the State operates. The Disparity Study documented that the State of Missouri, in 1996 was at minimum a passive participant in discrimination practices in its market area.

The Study supported the creation of a State of Missouri Minority/Women-Owned Business Contracting Procedures Program to increase utilization of Minority/Women-Owned Business in Construction, Design, Consulting, Purchasing and Lottery contracts.

CURRENT SITUATION

Recently, the courts have ruled that disparity studies that are older than five years are stale and cannot withstand the strict scrutiny test under the 14th amendment (Croson vs., Richmond). Due to the fact that the disparity study for the State of Missouri was completed in 1996, the Office of Administration is actively pursuing means to support the appropriation of a current disparity study.

The objective of the Disparity Study that the State of Missouri is now seeking to complete is different than the one performed for the years 1994 and 1995. The objective for the current disparity study is to measure the need to continue having a program, if disparity exists or to end the program if parity has been reached. Although the objectives have changed the methods between current disparity studies practices have not changed much since 1996, from one vendor to the next, what has changed is the data gathering techniques.

The Governor is in support of a new decision item which has been included in our Fiscal Year 2011 budget to request \$600,000 from the Legislature. This request is currently in the appropriation process, if finalized, OSWD expects to begin drafting a Request for Proposal by summer 2010.

On Monday, December 7, 2009, concerned business owners and representatives presented testimonies advocating for a new disparity study before the Senate Appropriations Committee. The following is a list of the testifiers and the organizations/businesses they represent:

- ➤ Ms. Sheila Forrest, Owner Afro World Hair and Fashion Company; chair of the Missouri Minority Business Advocacy Commission
- ➤ Ms. Denise Farris, Owner Farris Law Firm
- > Mr. Lonnie Scott, President MidAmerica Minority Business Development Council
- Ms. Virginia Campbell, National Association of Women Business Owners (NAWBO)
- Mr. Adolphus Pruitt, National Association for the Advancement of Colored People (NAACP)
- ➤ Mr. James Webb, President St. Louis Minority Business Council
- ➤ Mr. Eddie Davis, President Black Leadership Roundtable

- ➤ Mr. Keith Savage, Owner Logistical Resource Solutions
- ➤ Ms. Hilary Scott, HLS Hauling
- ➤ Ms. Nicole Adewale, Owner ABNA Engineering
- ➤ Ms. Carmen Jacob, Owner NextGen
- ➤ Mr. Jorge Riopedre, President St. Louis Hispanic Chamber of Commerce

The public testimonies emphasized the following points to argue why a new disparity study is needed in the State of Missouri:

- Background history on the current disparity study
- A personal anecdote about how the disparity study results has helped their business/organization
- The benefits of a disparity study to Missouri businesses, communities, and government
- The significant increase in WBE vendors since the last disparity study in comparison to MBE vendors
- The economic challenges their business/organization has faced in recent years and if those challenges have increased since the implementation of Executive Order 05-30

Reactivation of the Missouri Minority Business Advocacy Commission

In 1990, the General Assembly passed and Governor Ashcroft signed Senate Bills 808 & 672 directing the Office of Administration to "establish and implement a plan to increase and maintain the participation of certified socially and economically disadvantaged small business concerns or minority business enterprises, directly or indirectly, in contracts for supplies, services, and construction contracts, consistent with goals determined after an appropriate study conducted to determine the availability of socially and economically disadvantaged small business concerns and minority business enterprises in the marketplace."

RsMO 33.752 created the Missouri Minority Business Advocacy Commission (MMBAC). MMBAC's purposes are:

- To increase economic opportunity for minority businesses so that the overall climate of the state of Missouri
 improves.
- To develop and establish the inclusionary process for state departments to meet or exceed the utilization goals and objectives of MWBE vendors in state procurement.

The functions of the commission are:

- To identify and assess the needs of minority businesses throughout the state;
- To initiates aggressive programs to assist minority businesses in obtaining state and federal procurement;
- To make recommendations regarding state policies, programs and procedures;
- To provide a focal point to assist and counsel minority small businesses in their dealing with federal, state
 and local governments.
- To initiate and encourage minority business education programs;
- To analyze current legislation and regulations as they affect minority businesses;
- To receive complaints and recommendations concerning policies and activities of federal, state and local governmental agencies that affect minority small businesses.

MMBAC is comprised of 9 members (3 appointed) who each serve a 4 year term, meeting a minimum of 3 times annually. 2 members must be members of the House of Representatives; 2 must be members of the Senate; 1 must be the Director of the Department of Economic Development; 1 must be the Commissioner of Administration; and 3 Governor's appointees must be minority business persons with not more than 2 Governor's appointees may be members of the same political party.

Through Executive Order 03-06 and as a component of the Governor's Reorganization Plan of 2003, all authority, power, and other pertinent vestiges of the MMBAC, was transferred and assigned from the Department of Economic Development (DED) to the Office of Administration (OA).

The current members of the commission are:

- ➤ Mrs. Sheila Forrest (Chairperson)
- ➤ Commissioner Kelvin Simmons
- Director David Kerr
- > Senator Rita Days
- Senator Robin Wright Jones
- > Mr. Michael Kennedy
- > Dr. Adam R. Shariff
- ➤ Representative Tim Flook
- > Representative Roman Lee LeBlanc

Oversight Committee

BACKGROUND

Pursuant to Section 37.020.0, RsMO; in 1990, the Missouri Legislature directed the Office of Administration to establish and implement a plan to increase and maintain the participation of certified socially and economically disadvantaged small business concerns or minority business enterprises (MBEs). This plan became the function of the Office of Equal Opportunity (currently the Office of Supplier and Workforce Diversity by authority of Executive Order 05-30.) The State of Missouri commissioned a study to determine the utilization levels of Minority/Women Business Enterprises (M/WBEs) in contracts awarded by the State. Legislation authorizing the study was initiated due to concerns of discriminatory barriers which impeded the full and fair participation of M/WBEs in the State of Missouri's Procurement Process. Such a study was necessary because of Richmond v. Croson, 488 U.S. 469 (1989), which states that race-conscious contracting programs established by a state or local government must be able to satisfy the "strict scrutiny" requirements of the Fourteenth Amendment of the U.S. Constitution. The study was prepared using data for the five-year period 1989-1994.

The Oversight Review Committee was created to review and monitor the results of the Disparity Study. The appropriation for this study occurred in fiscal year 1994. In addition to monitoring the study, in December 1997, the Missouri Oversight Review Committee chaired by Sandra Moore developed recommendations based upon the data compiled in the Disparity Study. Executive order 98-21 was created as a result of the findings and recommendations of the disparity study to implement the MBE WBE participation program in Missouri.

The recommendations included Race and gender-neutral programs:

- Expanded outreach
- Timely payments

- Implementation of a financial assistance program
- Bonding assistance

The recommendations also included Race and gender conscious monitoring strategies:

- MBE/WBE goals
- Establish the Office of Contract Compliance and the MBE/WBE Owned Business Participation Plan
- To assist in compliance with the goals, procedures were recommended to certify MBE/WBE businesses, administer, enforce and monitor guidelines; develop regulations; review goals and develop uniform applications
- Maintain records and deliver reports on progress

In 2003 a second Oversight Review Committee, the Director of Economic Development Kelvin Simmons was convened by the Office of Administration. The primary objective of the 2003 Oversight Review Committee (ORC) was to assess the progress that the State of Missouri had made in implementing the Disparity Study Recommendations. After assessing the program, the committee recommended the continuation of the program and policies as outlined in Executive Order 98-21 and developed five recommendations to increase Minority and Women-Owned Businesses in state procurement:

- 1. The Office of Administration shall coordinate with the Department of Economic Development to obtain and distribute information regarding Small Business Administration's Surety Bond Guarantee Program throughout the State of Missouri's certified MBE/WBE community.
- 2. The Governor should issue a new executive order that adds further procedure and policy that strengthens the requirements of Executive Order 98-21.
- 3. The State of Missouri should encourage the use of MBE/WBE as prime vendors whenever possible.
- 4. The State of Missouri should encourage and look favorably on joint venture partnership opportunities for prime vendors and MBE/WBE participant firms.
- 5. The State of Missouri should adopt policy and procedure that requires prime contractors to be accountable to MBE/WBE subcontractor's vis-à-vis all provisions of contracts that in any manner affects the MBE/WBE subcontractor participant.

CURRENT SITUATION

Assuming that a new disparity study is completed, the Commissioner of Administration might convene another Oversight Review Committee pursuant to the authority and responsibility given through section 37.020.2 of Missouri Revised Statues.

Executive Order

Under the direction of Governor Jay Nixon, through the leadership of the Office of Administration OSWD Director Alan Green has prepared two separate executive orders:

- The Procurement Executive Order deals with M/WBE issues, such as certification, utilization, monitoring, and compliance. It also deals with barriers that MWBE vendors have identified through the years that need to be overcome in order for the playing field to be leveled.
- The Employment and Affirmative Action executive order deals with the assurance that all present and prospective employees are afforded equal opportunity at all levels and phases of employment within state government with respect to but not limited to hiring, recruiting, training, benefits, promotions, transfers, layoffs, demotions, terminations, rate of compensation, and recalls from layoffs. It shall be the responsibility of this office to monitor all departments of the executive branch of state government and assist them to ensure equal employment opportunity and affirmative action. The State of Missouri shall work to ensure that there will be no vestiges of discrimination against persons on account of race, sex, color, religion, national origin, age, disability, or veteran status in not only employment practices but the provision of services and operation of facilities.

Why the need for a new Executive order?

The M/WBE Certification Program, the Supplier Diversity Program and the Workforce Diversity Program exist through the promulgation of Executive Orders issue by the Governor of the State of Missouri.

Executive order 94-03 promulgated by Governor Carnahan established: the designation of the State Equal
Employment Opportunity EEO Officer as Chief Compliance Officer, whose primary responsibility for assisting in
the coordination and implementation of affirmative action throughout all departments of the executive branch of
state government, and advising the Governor on issues regarding equal employment opportunity, affirmative
action, and efforts to administer affirmative action goals and timetables for implementation throughout the

departments of the executive branch. Additionally, the State EEO Officer shall review progress reports of the departments and shall meet biannually with each department director to evaluate departmental results and determine the course of future affirmative action goals, timetables, recruiting, planning, and implementation. The results of each meeting shall be reported in writing to the Governor and Commissioner of Administration.

- Executive order 98-21 issued by Governor Carnahan established:
 - The Office of Contract Compliance, to cooperate with DPMM and FMDC in the administration, monitoring and enforcement of MWBE programs.
 - All state agencies shall make feasible efforts to increase the MBE and WBE Utilization goals to 10% and 5% respectively.
 - o An order for DPMM and FMDC to establish utilization percentage goals to increase MBE and WBE participation in let contracts for their respective areas.
- Executive order 05-30 issued by Governor Matt Blunt established
 - The Office of Supplier and Workforce Diversity to replace the Office of Equal Opportunity. Abolished the Office of the State Compliance Officer, and transfers all rights and responsibilities of the Chief Compliance Officer to the Director of OSWD. This executive order superseded Executive order 98-21 and article II of Executive Order 94-03.
 - Director Green envisions the following responsibilities to be carried out by OSWD:
 - to actively recruit, facilitate and serve as a clearinghouse for M/WBE contractors to participate in the programs;
 - to cooperate with the PMM and the FMDC in the administration and enforcement of the M/WBE participation programs;
 - to cooperate with the PMM and the FMDC in the development of policies, forms, and procedures to carry out the requirements of the M/WBE participation programs;
 - to participate in M/WBE target setting;
 - to perform fact-gathering and record-keeping to determine both the effectiveness of state participation programs and the availability and utilization of eligible M/WBEs on individual projects, including levels of participation and availability in specific areas;
 - to certify contractors as M/WBEs;
 - to assess the continuing need for M/WBE participation targets for specific contracting areas;
 - to monitor contractor participation with M/WBE targets; and
 - to recommend sanctions for contractors who fail to faithfully execute M/WBE participation plans during the course of contract performance.

US Department of Commerce MWBE Outreach Plan

The American Recovery and Reinvestment Act (ARRA) of 2009 (Recovery Act) was signed into law by President Obama on February 17, 2009. It is an unprecedented effort to jumpstart our economy and creates or retains millions of jobs. The Act is an extraordinary response to a crisis unlike any since the Great Depression, and includes measures to modernize our nation's infrastructure, enhance energy independence, expand educational opportunities, preserve and improve affordable health care, provide tax relief, and protect those in greatest need. Governor Nixon kicked off in February 2009 the first economic recovery project in the nation. Governor Nixon outlined goals in the Transform Missouri Initiative, a program created by Executive Order 09-12 designed to analyze the American Recovery and Reinvestment Act of 2009. Transform Missouri Initiative identifies state programs and projects that could benefit from the Recovery Act, and then develops and coordinates plans designed to maximize the impact of the Recovery Act, and implement guidelines and practices that provide transparency and accountability. In ARRA, DBE participation was mentioned due to the fact that funds that are used in transportation projects have federal policy or mandate that requires the participation of DBE vendors. Disadvantaged Business Enterprises (DBE) programs are mandated by Congress under

TEA 21 (Transportation Equity Act for the 21st Century). DBE goal setting requirements, detailed in 49 CFR Part 26, are passed down to the State as part of the DBE program and required as a condition of the funding agreement. If the State does not meet the DBE requirements; the State will be ineligible to receive USDOT assisted funding. The inclusive language was absent for MWBE vendors in ARRA because MWBE programs are set by and for inclusion of minorities and women owned businesses in state funded procurement. The US Department of Commerce asked the State of Missouri for strategies to increase the participation of minority-owned firms in ARRA. The Office of Supplier and Workforce Diversity responded by creating an outreach plan which includes the following sections:

CURRENT SITUATION

The outreach plan has been submitted to the Commissioner's Office and is currently under review. A meeting with key State representatives should be scheduled in the near future. This meeting should include the following key individuals Commissioner of Administration, Director of the Division of the Purchasing and Materials Management, Director of the Division of Facilities Management-Design and Construction, American Recovery and Reinvestment Act Coordinator, Director of the Office of Supplier and Workforce Diversity, and Representatives of the Department of Commerce's Minority Business Development Agency (MBDA).

GOALS

The Office of Supplier and Workforce Diversity strive to increase the number of contracts awarded to M/WBE vendors in stimulus funded projects. This increase will create jobs and stabilize the needs of low to moderate income communities. Due to the awards of these contracts, an increase in taxes received by federal, state, and local entities will improve infrastructure, sustain home ownership, provide capital for affordable rental housing, and generate revenue for emerging small businesses.

- To provide excellent service to Missouri minority and women owned businesses
- To create a centralization of the communication effort to increase stimulus awareness
- To educate and prepare Missourians for stimulus bids
- Collaborate with state and city departments to conduct trainings

BENEFITS OF IMPLEMENTATION

- **COORDINATION/IDENTIFICATION-**The identification of key personnel at the divisions within the Office of Administration and the identification of MWBE vendors that have the capacity to perform the contracts that the State of Missouri lets are important.
- **INTERNAL STATE NETWORK-**To identify key staff at the agencies that receive ARRA funding and been able to get notification about contracting opportunities in a timely fashion is extremely important.
- **EXTERNAL NETWORKS**-The contracting opportunities need to be disseminated to MWBE vendors in a prompt manner, in order for them to be able to bid promptly. Partnering with other certifying entities and ethnically driven organizations the message can be disseminate it at a faster pace.

IMPEDIMENTS TO IMPLEMENT AN OUTREACH PLAN

The most critical impediment is cost. The clarity of the information being delivered needs to be improved so that the end user can benefit. The State of Missouri has an M/WBE program at the Executive Branch level. The mention of DBE's in ARRA and the exclusion of MWBE created a policy concern at our state. At this moment Missouri is at a policy discovery stage. With the lack of control in time constraints amongst agencies, many small businesses, are not given ample time to respond to bid proposals. The request presented by the US Department of Commerce only concerns Minority Business Enterprises, however OSWD advocates for Women Business Enterprises also, creating a plan for MBE vendors creates a policy conflict for our organization. Encouraging and engaging the state agencies and impressing upon them that the Recovery Act mandates this kind of outreach. Improving these contracting rates can be difficult during these tough economic times because of the tremendous pressure to keep spending down and take the lowest bids. Many small and disadvantage businesses are discouraged from bidding.

There are 1,533 M/WBE vendors in the State of Missouri's database. Due to the lack of resources, OSWD has been able to identify 45 companies with the capacity necessary to bid on ARRA contracts, with additional funding for staff; the identification process could yield more M/WBE vendors that are prepared to bid. In the case of purchases below the \$25,000 threshold, the cooperation from agencies to contact M/WBE vendors to provide quotes is necessary. Additional funding will allow the State of Missouri to expand their outreach activities.



OSWD Statewide Partners

Kansas City

- Black Chamber of Commerce
- Hispanic Chamber of Commerce
- Greater Kansas City Chamber of Commerce
- Legislative Black Caucus Foundation
- Asian Chamber of Commerce
- National Association of Construction Contractors Cooperation (NACCC)
- Mid-America Minority Business Council
- Missouri Women's Business Center
- National Association of Women Business Owners (NAWBO)
- Urban League of KC
- Dos Mundos
- Kansas City Call
- Kansas City Star
- 103.3 FM
- 107.3 FM
- National Black MBA Association
- University of Missouri, KC
- Metropolitan Community Colleges
- Full Employment Council
- Hispanic Contractors Association
- Alpha Phi Alpha Fraternity, Inc. (various chapters)

- Alpha Kappa Alpha Sorority, Inc. (various chapters)
- Mattie Rhodes Center
- Hispanic Economic Development Corp.
- Cabot Westside Heath Center
- Hispanic Chamber of Commerce of Greater KC
- Guadalupe Centers, Inc.
- Westside housing Organization, Inc.
- Westside Housing Organization, Inc.
- LULAC Nat'l Educational Service Center
- Vista Communications
- Kansas City City Council
- City of Kansas City
- Small Business Administration KC
- Full Employment Council
- Kansas City Chiefs (various players)
- Kansas City Black Pages
- Ecumenical Leadership Group

Mid-Missouri

- University of Missouri, Columbia
- Lincoln University
- Jefferson City Chamber of Commerce
- National Association of Women in Construction
- Missouri Procurement and Technical Assistance Centers (MOPTAC)
- DED DWD
- DED Women's Counc

St. Louis

- National Association for the Advancement of Colored People (NAACP) – St. Louis Branch
- National Association for the Advancement of Colored People (NAACP) – St. Louis County Branch
- St. Louis Black Leadership Roundtable
- Urban League of Metropolitan St. Louis
- St. Louis American
- St. Louis Black Pages, Inc.
- St. Louis Minority Business Council
- Clear Channel Radio (Majic 104.9 FM)
- Better Family Life, Inc.
- Hispanic Chamber of Commerce of Metropolitan St. Louis
- Lambert St. Louis International Airport DBE Program

- Harris Stowe State College
- St. Louis University
- University of Missouri STL
- Various Asian American Organizations
- Alpha Phi Alpha Fraternity, Inc. (various chapters)
- Alpha Kappa Alpha Sorority, Inc. (various chapters)
- lota Phi Lambda
- City of St. Louis
- Small Business Administration St. Louis
- Go Metro St. Louis